

## THE REDEMPTIVE GIFTS

(Updated December 2022)

Romans 12: 6 – 8

**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 Greek word for *gift* in Romans 12 is *charisma*, indicating a gift of grace that is a basic “inward bent”.
- These are gifts given to “redeem” others to their original purpose and design.
- Everyone has a primarily “dominant” gift. Yet, because we have the fullness of Jesus within us, we have a measure of all.
- The gift is like a 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 teaching is not a “personality test” as much as shared observations, both from Scripture and real life.
- In order to be REDEMPTIVE – they must be MOTIVATED BY LOVE.

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

#### Gifts of the FATHER

*Romans 12:3-8*  
“Motivational/Redemptive”

Prophesying  
Serving/Helping  
Teaching  
Exhorting  
Giving  
Leadership  
Showing Mercy

#### Gifts of the SON

*Ephesians 4:11*  
“Five-fold equipping”

Apostle  
Prophet  
Evangelist  
Pastor  
Teacher

#### Gifts of the SPIRIT

*1 Corinthians 12:4-11*  
“Manifestation”

Word of Wisdom  
Work of Knowledge  
Faith  
Healing  
Miracles  
Prophecy  
Distinguishing spirits  
Tongues  
Interpretation

## 1. PROPHET

- A Prophet sees the original design by the Creator.
- Taps into the mind of God and how He set things up from the beginning.
- Sees things in black and white (right or wrong). Committed to truth regardless if anyone agrees.
- Judges and evaluates everything, even situations that do not directly impact them.
- Needs to have a goal, a reason to live, 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.
- Takes initiative and enjoys things that are new.
- Verbally expressive and can be compulsive about it.
- Needs time to refuel and re-energize and process.
- Isn't designed to meet people's needs.
- Not good at maintaining things.
- 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.

### **Carnal Prophet**

- Over reacts, isolated, withdrawn, hopeless, and wounded/bitter.
- Focuses on problems around them. Sees the worst instead of the best.
- Burns relational bridges.

### **Mature Gift of Prophet**

- 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.
- "...prophesy in proportion to your faith" means according to your confidence in God's purposes.

**Biblical example of Prophet:** Peter in Acts 5:29 – 42

**Birthright of Prophet:** *To help others obtain their birthright and destiny; to rebuild and restore.*

## 2. SERVANT

- Loves to help people and gets joy out of serving others.
- Sees external needs of comfort and food, and is quick to meet those needs.
- Operates as a team player. Relatively free from the desire to build a personal kingdom.
- Servants are very practical. Committed to the present moment to meet present needs.
- Sees the best in others.
- Can be in a sinful environment without getting personally defiled.
- Has purity of motive. Is straightforward, honest, and can be trusted.
- Low maintenance personality; doesn't strive for attention.
- 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.
- Servant often attracts dishonor, especially in the home. Tends to be the one who is talked down to and has jokes made about them.
- Can be competitive in areas that are considered safe such as games or children's sports teams. Otherwise, dedicated to seeing others succeed more than themselves.

### *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 them.
- Can wrongly enable others to continue in compromise.
- Does a task alone instead of teaching others to do it and releasing it.

### **Carnal Servant**

- Poor self-image, over commits, walks in poverty mindset (never good enough).
- They think in self-defeating terms. Shame – performance oriented.
- When insecure, they serve to be noticed or gain a reputation.

### **Mature Servant**

- They are a God pleaser and not a man pleaser.
- Has no guile or falseness; is free to admit mistakes.
- God can trust the servant with unparalleled spiritual authority because of humility.

**Biblical example of Servant:** Esther in Esther 8-9

**Birthright of the Servant:** *To wear a crown of life, bringing life to broken families, leaders, and defiled land.*

### 3. Teacher

- Taps into the truth of God. Loves knowledge.
- Wants first-hand details. Values precision in sharing details. Usually articulate and good at writing. Values reason, accuracy, balance.
- Processes and makes decisions slowly. Loves the details!
- Is a very safe person emotionally because of their motivation to understand.
- Has a deep commitment to family and tradition. Appreciation of history.
- Loyalty is important because of perceived investment into relationships.
- They often have a good sense of humor because of exposure to many ideas.
- 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.
- Is often impatient with Prophets who go on "instinct" more than facts and data.
- May think that knowledge can "save." Tends to feed their mind more than their spirit.
- Tends to be more "here and now" and not future focused.

#### *Major Weaknesses*

- Doesn't like to ask others for help.
- Can be soft on sin and too patient with people who are doing wrong.
- Procrastinates on practical things (always analyzing the situation.)
- Wants to live by sight, not by faith.
- Doesn't make planning for the future a priority.
- Can be immobilized by fear or risk.
- Intimacy and prayer may be a major battle for the Teacher.
- Led more by their head instead of their heart.

#### **Carnal teacher**

- Accepts only what has been documented and proven.
- Holds on to ritual, stays stuck in "old wineskin."
- Can be arrogant in knowledge.
- Can be given to unhealthy loyalty in toxic relationships.

#### **Mature Teacher**

- Has ability to access hidden manna in the Word of God.
- Walks in healthy loyalty.
- Releases truth that empowers and equips others.
- Imparts a joy in pursuing truth and gaining wisdom.

**Biblical example of Teacher:** Luke in Luke 1-5

**Birthright of Teacher:** *To know God's deep truths in order to experience Him more fully.*

## 4. Exhorter

- Lives life to the fullest and loves to encourage people.
- Intensely people oriented. Loves a crowd!
- Usually extroverted, outgoing, “a party waiting to happen,” a magnet for enthusiasm.
- Has the ability to cross every kind of barrier (social, racial, economic, and religious) and relate to people wherever they are.
- Has the ability to share their faith easily and in difficult situations.
- Has a big vision for reaching the world.
- Is a good communicator and natural networker.
- Is not intimidated by new ideas and new truths because of creative outlook.
- Is a visionary. Tends to see a broader picture.
- Is a master of reconciliation due to wide variety of relationships.
- Works hard and is intensely busy; involved in many projects.
- Can function on little sleep.

### *Major Weaknesses*

- People pleaser more than a God pleaser.
- Unwilling to confront because of fear of rejection.
- Poor time management. Tends to take on too much.
- Can be scattered in thinking because of idea overload.
- Given to compromise. May settle for doing what is good, instead of God’s best.

### **Carnal Exhorter**

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

### **Mature Exhorter**

- Mobilizes, influences, and inspires people to reach their full potential in God.
- Can rally people to a worthy cause.
- Makes a great team leader.
- God pleaser, having earned authority in persevering and embracing the pain of the process.

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

**Birthright of Exhorter:** *To reveal God (in technicolor) to others.*

## 5. Giver

- Loves to be generous, not only financially, but in time and talents.
- Gives well and wisely, not impulsively.
- Tends to find bargains, good deals, or discounts before making purchases.
- Can birth, nurture, and protect new things and new ideas.
- Has a generational worldview. Focused on preparing the way for their family and future generations.
- Is nurturing. Creates a family environment to foster relationships.
- Is very independent. 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.
- Tends to be frugal with family members, which can cause friction at home.
- Desires to keep giving history private.
- May tend to see money as a source of security.
- Not confrontational by nature. Doesn't like to deal with old problems.

### *Major Weaknesses*

- Independent. Does not need others. May not acknowledge needs even to God.
- Focus more on good works than on things of the heart and faith.
- Without healthy boundaries, can give too much away and not be able to pay bills.
- Can be manipulative when giving in order to get something.
- Can operate out of fear and give with wrong motives.

### **Carnal Giver**

- Too frugal, puts trust in money/possessions.
- Become a hoarder; both financially and relationally.
- Can have shallow relationships.
- Be overly cautious. Decisions can be based on fear, not faith.

### **Mature Giver**

- 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.

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

**Birthright of Giver:** *To release life-giving generational blessings.*

## 6. Ruler

- Loves to lead and empower others to do things bigger and better.
- Is an empire-builder. Thinks systems and not just individuals.
- Takes a vision and puts together an effective plan to achieve great and lofty goals.
- Thrives under pressure and can sometimes put the people around them under the same pressure. Can be either motivational or abusive depending on maturity.
- Is skilled at time management. Gets the job done because they know how to delegate.
- Can withstand strong opposition due to the strong vision that sustains them.
- Can use imperfect people and draw the best out of them.
- Focuses on the immediate task.
- Can be task-oriented and falls short in nurturing, shepherding, and correcting what is spiritually wrong.
- Can be loose on ethics when the end justifies the means.
- Is willing to be vindicated by God, and not man.

### *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. Without being God-centered, the end justifies the means.
- Compromise. Settling for their agenda instead of God's agenda.
- Always looking for more things to do. Never satisfied with the outcome.

### **Carnal Ruler**

- Leads or governs by control.
- Applies constant pressure at work/ home/ ministry due to personal insecurities.
- Can't receive correction because they are always right.
- Too busy with multiple interests. Self-reliant.
- Great Commission can become the Great Commandment.

### **Mature Ruler**

- High moral integrity and desire to do things right for the greater good.
- Shares authority and leadership with others.
- Life giving in leadership.
- Inspires others to be their best for the right reasons.
- Isn't threatened by the gifts of others and builds great teams.

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

**Birthright of Ruler** - *To go beyond obedience and honor God by living free and holy.*

## 7. Mercy

- Taps into the heart of God and longs to connect emotionally with others.
- Has a deep desire for others to know the mercy of God and His unconditional love.
- Compelled to cheer on the underdog and those less fortunate.
- 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.
- Can easily enter into the presence/heart of God. Has a predisposition to worship.
- Hears from God but has difficulty explaining the “why.” Operates on subjective and intuitive feelings.
- Tends to be slow to make transitions based on emotional processing.
- Hates to confront for fear of rejection.
- Can become a people-pleaser and enabler.
- May attract abuse and exploitation because of their kindness and willingness to allow injustice to happen.
- Prone to stubbornness if convinced they are not being heard.

### *Major Weaknesses*

- Desire for intimacy and physical touch may lead to impurity.
- Enabling others in compromise to protect them from the pain of discipline.
- Willing to live with mixture of holy and unholy without calling people to do what is right.
- May tolerate abuse and exploitation because they are unwilling to confront injustice.

### **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.

### **Mature Mercy**

- God pleasing; free from fear of man.
- Knows the heart of God and has true empathy. Balances truth with mercy.
- Observes appropriate boundaries in relationships.
- Sanctifies the environment with a pure presence.
- Is joyful (“...do it cheerfully.”)

**Biblical Example of Mercy:** John in 1 John 1:3, 2:24

**Birthright of Mercy** - *To release holiness and the glory of God resting in His presence.*



## HOW TO USE THIS INFORMATION TO BENEFIT YOURSELF AND OTHERS:

1. Fill out the Redemptive Gifts Questionnaire to narrow down your dominant gift.
2. Consult with those who know you best to confirm your dominant gift.
3. Consider the strengths and weaknesses of your gift and become intentional in growing towards maturity.
4. Consider what gift is dominant in those you relate to at home and work. Encourage them in their own gift(s) and learn what is meaningful to them.
5. Consider the dominant gifts at work in the leaders around you. Consider how their gifting may be impacting their words and actions.
6. Pray for those who may be more carnal in the expression of their gift(s).
7. Bless the redemptive gifts in others to draw out the best – not the worst!

### Additional Resources:

**DESIGNED FOR FULFILLMENT:** A Study of the Redemptive Gifts by Charles R. Wale, Jr.

- 2007 spiral-bound edition available at ARSENAL:  
<https://www.arsenalbooks.com/Designed-For-Fulfillment-Charles-Wale-p/9781931379175.htm>
- 2022 updated paperback edition available through Barnes & Noble:  
<https://www.barnesandnoble.com/w/designed-for-fulfillment-charles-r-wale/1141988728>

**VIDEO: The 7 Spiritual Gifts of the Father (Wanda Alger, January 2022):**

<https://youtu.be/Jsvvoy8Qo-w>

**VIDEO SERIES: Redemptive Gifts of Individuals (Arthur Burke):**

<https://youtu.be/hOCwTQTusg>

**REDEMPTIVE GIFTS QUESTIONNAIRE (@wandaalger.me):** <https://wandaalger.me/wp-content/uploads/2022/07/redemptivegiftsquestionnaire.pdf>

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