

Discover Your Spiritual Gifts

A Team Discussion Guide for Churches and Ministry Leaders

SUGGESTED LENGTH

60–75 minutes

BEST FOR

Staff teams, elder or deacon teams, small-group leaders, volunteer teams, and ministry cohorts

BRING

A Bible, assessment results if available, and something to write with

The Purpose of This Conversation

Ministry teams often begin with a list of roles that need to be filled. Scripture gives us a better starting place: people whom God has gifted for the common good.

This guide will help your team talk honestly about spiritual gifts without turning them into labels, rankings, or permanent assignments. By the end of the session, each participant should have:

- A biblical framework for spiritual gifts
- Two or three gifts to explore further
- Feedback from other members of the team
- One practical way to serve during the next 30 days

Key idea: A spiritual gift is not a badge of importance. It is grace entrusted to us for the good of others.

Before You Meet

For the facilitator

1. Read Romans 12:3–8, 1 Corinthians 12:4–27, Ephesians 4:11–16, and 1 Peter 4:8–11.
2. Send participants the spiritual gifts assessment, if your church uses one.
3. Ask everyone to bring their results without treating those results as final.
4. Prepare a visible list of current ministry needs and opportunities.
5. Plan to model humility. Share one way your understanding of your own gifts has changed.

Optional invitation text

Before our discussion, please take the Spiritual Gifts Assessment and bring your results. The assessment is a conversation starter, not a final verdict. Come ready to listen, encourage others, and identify one practical next step.

Assessment URL: _____

Discussion Covenant

Read these commitments aloud before beginning:

- We will listen with curiosity rather than rushing to label one another.
- We will speak encouragement that is honest and specific.
- We will not rank visible gifts above quiet ones.
- We will distinguish giftedness from character and maturity.
- We will hold assessment results with open hands.
- We will look for ways to serve, not merely ways to describe ourselves.

Session at a Glance

TIME	ACTIVITY
5 minutes	Welcome and opening prayer
15 minutes	Scripture: one body, many gifts
10 minutes	Personal reflection
20 minutes	Gifts, evidence, and community feedback
15 minutes	Map the team and the needs
10 minutes	Choose a 30-day experiment and pray

For a 60-minute session, shorten the group feedback and team-mapping sections. For deeper conversation, divide the material across two meetings.

PART 1

Begin With the Giver

Read together

- Romans 12:3–8
- 1 Corinthians 12:4–7, 12–27

Notice

Before Paul names particular gifts, he teaches believers how to think about themselves and one another. We are to think with humility. Gifts differ according to grace. The Spirit gives them for the common good. Every member belongs, and no member is sufficient alone.

Discuss

1. What do these passages reveal about the source of spiritual gifts?
2. What do they reveal about the purpose of gifts?
3. Which warning does your team need most: pride, comparison, self-sufficiency, or feeling unnecessary?
4. How would your ministry culture change if you began with people and their gifts rather than empty positions?

Facilitator note: Do not hurry toward identifying gifts. Let the group establish the purpose first. The central question is not, "What role makes me feel significant?" but, "How has God equipped us to strengthen one another?"

PART 2

Personal Reflection

Take five quiet minutes. Complete the prompts individually.

Where have I seen fruit?

Think of two or three moments when your service helped someone understand, endure, participate, heal, grow, or take a faithful next step.

What needs draw my attention?

I consistently notice or feel concern for:

What kind of service gives life to others?

People often come to me when they need:

What might I be overlooking?

Something that feels ordinary or easy to me—but may be valuable to others—is:

PART 3

Use Four Sources of Evidence

An assessment can offer useful language, but wise discernment draws from more than one source. Consider these four kinds of evidence together.

1. **Scripture** — Does your understanding fit the Bible's teaching about the gift and its purpose?
2. **Desire** — Are you repeatedly drawn to meet a particular kind of need—not merely attracted to a title or platform?
3. **Fruit** — When you serve in this way, are other people strengthened?
4. **Community** — Do mature believers recognize this pattern in you?

My working hypothesis

Write two or three gifts you want to explore. If you took an assessment, include its suggestions but feel free to revise them.

POSSIBLE GIFT

EVIDENCE I SEE

QUESTION I STILL HAVE

PART 4

Let the Church Speak

Form groups of three or four. Give each person several uninterrupted minutes.

The person sharing answers

1. Where have I experienced joy or energy while serving?
2. What fruit have I observed?
3. What did my assessment suggest, if I took one?
4. Which possible gift am I most uncertain about?

The group responds

Complete at least two of these sentences for each person:

- "I have seen God use you to..."
- "A strength you may underestimate is..."
- "People seem to be helped when you..."
- "An opportunity that might help you test this gift is..."

Feedback I want to remember

Facilitator note: Encourage specific observations. "You are great" is kind, but "You make complex ideas understandable without making people feel small" is useful evidence.

Do not let the group assign identities to people against their judgment. The aim is discernment in community, not labeling by committee.

PART 5

Map the Team

Spiritual gifts are given to a body, not collected as private possessions. Step back and look at the team as a whole.

Gifts we may have

List the gifts or patterns that appear across your team:

Gifts or perspectives we may be missing

Where might the team need help from others in the church?

Needs in front of us

List three real needs—not merely open titles—that your ministry is trying to address.

Make the connection

MINISTRY NEED

GIFTS THAT MAY HELP

A PERSON OR PARTNERSHIP TO INVITE

Discuss

1. Where does our team appear strong?
 2. Where are we asking one person to function like the whole body?
 3. Which contributions have been valuable but largely invisible?
 4. Are we trying to fill a role that should be redesigned around people's actual gifts?
 5. Whose voice or contribution may be missing from this conversation?
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PART 6

Choose a 30-Day Ministry Experiment

You do not need perfect certainty before serving. Clarity often grows through faithful practice.

Choose one small, safe, time-bound opportunity to test a possible gift. Avoid vague goals such as "lead more." Make the experiment observable.

Examples

- Prepare and lead a 10-minute devotional, then request feedback.

- Welcome new families for four Sundays and learn what helps them belong.
- Organize one care response for a member experiencing hardship.
- Mentor a newer volunteer through one ministry task.
- Create a simple process that solves a recurring administrative problem.
- Visit or call two people who need encouragement.

My experiment

The gift I want to explore

The need I will help meet

The action I will take

When I will do it

Who will serve with or observe me

Who will give me feedback

Questions for the follow-up conversation

- Who was helped, and how?
- What felt fruitful?
- What was difficult?
- What feedback did I receive?
- Do I need more practice, a different setting, or a revised hypothesis?
- What is my next faithful step?

A Word for Ministry Leaders

As leaders, we can unintentionally treat spiritual-gifts language as a more pleasant way to recruit volunteers. We invite people to take an assessment, then route them toward the same list of vacancies we already needed to fill.

But discernment is not simply a staffing strategy.

Our responsibility is to equip the saints for the work of ministry, which includes helping people recognize their gifts, practice them wisely, and grow in character as they serve. Sometimes that will fill an existing role. Sometimes it will reveal that a role needs to change. Sometimes it will uncover a form of ministry we had not thought to create.

Pay attention to people whose gifts are quiet, whose availability is limited, or whose contribution does not fit a familiar ministry chart. The body needs more than the members who are easiest to schedule.

Keep These Guardrails in Place

A gift is not a measure of maturity

Giftedness does not substitute for love, humility, patience, or integrity. Every gift must be exercised in the character of Christ.

A gift is not an excuse

Not having a particular gift does not exempt us from clear biblical commands. We are all called to serve, encourage, give, show mercy, and bear witness, even if some believers are especially effective in those areas.

An assessment is not a verdict

Results are a starting hypothesis. Test them through Scripture, service, fruit, and community.

A role is not a gift

"Pastor," "team leader," and "volunteer coordinator" are roles. Several gifts may contribute to each role, and the same gift may be expressed in many settings.

Visible does not mean valuable

Public gifts are not more spiritual than quiet ones. Honor the people who create order, extend mercy, give generously, notice outsiders, and serve without applause.

Closing Prayer

Invite each participant to pray one sentence. You may begin with this prayer:

Father, every good gift comes from you. Thank you for placing us in the body of Christ and making us members of one another. Give us humility to receive the gifts you have chosen, courage to use them, and love that seeks the good of others. Show us the needs in front of us and make us faithful in meeting them. Amen.

Follow-Up Plan

Schedule a 20-minute check-in approximately 30 days from now.

Follow-up date: _____

At that meeting, ask each person to share:

1. What they tried
2. What fruit they observed
3. What feedback they received
4. What they plan to do next

Then revisit the team map. Celebrate what God is doing, adjust responsibilities where needed, and identify one person each participant can encourage or equip.

Recommended Tool

Use the Spiritual Gifts Assessment alongside this guide to give participants shared language for the conversation.

Invite participants to take your church's Spiritual Gifts Assessment before the discussion.

Assessment URL: _____