

OVERVIEW OF THE CHARACTERISTICS OF THE SEVEN REDEMPTIVE GIFTS

1. PROPHET (Principle of Design)

- Tends to see things in black and white, right and wrong.
- Is committed to truth. If it is right and God has said it, the prophet is committed to go regardless of whether anybody follows.
- Takes initiative and enjoys things that are new. Does a terrible job of maintaining things.
- Is verbally expressive and can be compulsive about it.
- Processes quickly. Has an opinion on everything and is quick to share it.
- Judges and evaluates everything, even situations that do not directly impact him.
- Knows no fear. Has a basic boldness. Not intimidated by the unknown or change.
- Needs to have a goal, a reason to live, an objective.
- Cannot tolerate having no options.
- Is generous but can give impulsively and unwisely at times.
- Shifts gears quickly from one direction to another. Can be here and then there.
- Tends to be a visionary.
- Is fiercely independent and competitive.
- Requires full disclosure of facts. Has a compulsion for honesty, integrity, and transparency.
- Is intolerant of perceived rebellion, hypocrisy, and denial, especially in leadership.
- Is hard on himself. Tends to find it difficult to forgive himself.
- Has to make sense out of everything, even unreasonable situations.
- Can be unsentimental about relationships.
- Has a passion for excellence in himself and others. Is driven to excel and challenge others to be their best.
- Has a large range of emotions. Has intense, passionate extremes in emotions.
- Bases faith on the principles of God's Word. "God said it. I believe it."
- Can embrace a problem and figure out how to repair it. Can re-build, not just criticize.
- Needs time alone to refuel and re-energize and process.
- Has a passion for restoration. Sees the damage of sin and the restoring power of God.
- Is drawn to brokenness and can rebuild a broken life.
- Is quick to celebrate what God has done. Has a passion for celebration.
- God often calls the prophet to a higher level of sacrifice in his personal disciplines, faith, and commitment.
- Can go through seasons when God is silent. These seasons of silence are designed to build a deeper root system of faith for greater fruit in the future.

Major Weaknesses

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

Important note: *The redemptive gift of prophet does not necessarily have the manifestation gift of prophecy listed in 1 Corinthians 12 or the office of prophet in Ephesians 4.*

Biblical example of Prophet – Peter

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 his own 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 his work, to affirm himself, or to receive affirmation from others. Tends to find something to apologize for when serving others.
- Has few enemies.
- Sees the best in others.
- Has high loyalty to family.
- Is not easily angered except when someone hurts a friend or family member.
- Tends to save stuff, but not in a particularly organized manner.
- Is totally trustworthy and reliable.
- Works very hard, often to the harm of their physical health.
- Can make excuses to justify others’ bad behavior. Can become enablers, especially to immature people. Wise servants learn to empower, not to enable others.
- Tends to spoil children, meeting too many needs too often. An immature servant may be in denial regarding their children’s shortcomings.
- Attracts dishonor, especially in the home. Tends to be the one who is talked down to and has jokes made about them. A servant seems to allow this to happen.
- 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 himself.
- Has purity of motive. Is straight-forward, honest and can be trusted.
- Prefers not to be visible. Does not desire the spotlight.
- Can be in a sinful environment without getting personally defiled (example: Esther).
- Tends to be exploited by others. Tends to have a victim mentality.
- Responds well to truth.
- Can struggle with issues of shame. May believe they deserve to be the victim.
- Wrestles with self-worth. Tends to believe that “I’m not worthy. Others are more worthy.”
- Desires to empower others to achieve their best. Greatest fulfillment comes in knowing he enables somebody else to do their work. Is drawn to pray for leadership and make them successful.

Major Weaknesses

- Battle for self-worth. Doesn’t see his innate value and doesn’t believe God’s truth about himself or his call.
- Worry/anxiety. Takes on other people’s problems and worries about the problem.
- Enabling. Does a task instead of teaching others to do it and releasing it to them.

Biblical example of Servant – Esther

3. TEACHER (Principle of Responsibility)

- Needs to validate truth for himself. It is at the core of who he is. Loves knowledge.
- Does not receive new things immediately. Looks at things from different angles.
- Wants first-hand details. Values precision in sharing details. Sometimes overkill of details.
- 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. The difference is the teacher tends to be led by their head and mercy to be led by their heart.
- Has a deep commitment to family and tradition.
- Seen as safe because he is patient with those in sin. He is willing to lay out the whole picture and allow the other person to choose to do what is right and be reconciled.
- Resists using personal stories and illustrations when speaking or preaching. Prefers dealing with pure doctrine in a theological way. Loves Greek and Hebrew.
- Tends to be unwilling to begin a process until he can see the end of the process.
- Can be immobilized by fear or risk. It can keep him from obeying God.
- Has a wonderful sense of humor.
- Tends to be the last one to speak in a group. He will listen and observe, seeing things from all angles, then summarize the whole picture.
- Does not reject new ideas immediately. Does not go forward as quickly as visionaries think he should.
- Tends not to take the initiative to confront what is wrong. Can be too tolerant of sin.
- Prefers the old, established, validated ways. Preserves history.
- Looks for more validation. Seeks out more credentials to attest to his competence.
- Tends to feed his mind, more than his spirit. There may be perceived dryness as he dispenses truth with intricate details.
- 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 unwilling to impose responsibility on others. Finds it difficult to compel someone to do what is right. His natural tendency is to explain, reason and put forth truth, expecting or hoping the other person will pick up the truth and act on it voluntarily.
- Is not easily swayed from the truth. Can keep the more impulsive gifts in check. Serves as an anchor.
- Wants to verify truth with his natural wisdom. May lead to struggle with intellectual pride.
- Can have difficulty with emotions because of a desire to rationalize, explain, and systematize how he feels.
- Relies heavily on knowledge. Thinks that knowledge is the inside track, and if he has knowledge, he has intimacy. Thinks the more he knows about God, the closer he is to God.

Major Weaknesses

- Passive. Unwilling to impose responsibility on others. 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. Wants to know the end of a process before he begins.
- Intimacy and prayer may be a major battle for the teacher. Tends to pursue a doctrinal system rather than intimacy with his Father.

Biblical example of Teacher – Luke

4. EXHORTER (Principle of Sowing and Reaping)

- Has the ability to cross every kind of barrier (social, racial, economic, religious) and relate to people wherever they are.
- Is horizontal in his focus and intensely people-oriented. Has never met a stranger.
- Has the ability to share his faith easily and in difficult situations.
- Has a big vision for reaching the world. Most world-changers in world and religious history were exhorters.
- Is capable of having disagreements without alienating others.
- Is skilled in creating and sustaining relationships at all costs.
- Enjoys being around people. Is extroverted, outgoing, a party looking for someplace to happen.
- Is a master communicator. Teaches from real life examples and is very practical.
- Does teamwork well. Is a great networker.
- Is very flexible and quick to see opportunities. Is willing to abandon their plan to go for a new opportunity.
- Is not intimidated by new ideas and new truth.
- Is a visionary. Tends to see a broader picture, the largest number, etc.
- Can seem superficial due to their light-hearted attitude and ability to work a crowd.
- Tends to govern by relationship, persuasion, and majority opinion of people, not by principle.
- Tends to start things and move on.
- Is attuned to the feelings of people and the timeframe needed for them to embrace a new idea.
- Is tactful and able to speak to people in a gracious way to bring them along.
- Is a master of reconciliation.
- Is concerned with communicating God to people. Gets to know who God is, then communicates Him to people.
- Will open his heart and be vulnerable in order to open the hearts of others.
- Struggles with a lack of discipline with time.
- Has wonderful intentions, but often falls short in the tyranny of the urgent.
- Sees spiritual lessons in personal pain and suffering.
- Struggles with not being willing to risk offense, alienation, or rejection. The immature exhorter is unwilling to confront sin. A righteous exhorter will hold a high standard of holiness and bring those around him to that same standard.
- Works hard and is intensely busy. Functions on little sleep. Is involved in many projects.
- Can surround himself with people willing to cover for his weaknesses.

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.

Biblical example of Exhorter – Paul

5. GIVER (Principle of Stewardship)

The giver is the most difficult to peg by behavioral characteristics. Givers are legendary for diversity, adaptability, and flexibility. They do not fit easily into nice, neat pigeonholes.

- Has a generational worldview. Is focused on trying to prepare the way for his family and others after him.
- Is nurturing. Creates a family environment to foster relationships.
- Has a heart for sharing their faith, but tends not to do it personally. Wants to empower others to do the work of evangelism.
- 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 him.
- Is able to relate to a wide range of people.
- Desires to empower other people's productivity.
- Desires to keep his own life private.
- Is not confrontational by nature.
- Is keen at finding unseen options, solutions, and resources.
- Is opportunistic in seizing an available moment.
- Finds favor in terms of money. Resources flow to him.
- Gives well and wisely, not impulsively.
- Tends to be frugal with family members which can cause friction.
- Tends to find bargains, good deals, or discounts before making purchases.
- May tend to see money as a source of security.
- Lives in the present and future. Tends not to learn from the past. Does not like to be confronted on issues that are more than a week old.
- Likes to keep all options open as long as possible. Hesitates to accept absolutes in circumstances, maybe even in the Bible.
- Is a natural networker. Has an ability to bring people together and persuade them to do things.
- Is pragmatic and practical.
- Is a peacemaker. Can work with people who have conflicting views and theologies. Can sustain ideological tension in a group or project. Provides a place of safety.
- Is involved in a diversity of projects, interests, and activities. Is multi-focused.
- Can birth, nurture, and protect new things and new ideas. New things arise and grow at a greater pace than other gifts.
- Can struggle with gratitude due to present focus and short memory.
- Does spiritual things, but sometimes not from the right motivation.
- May avoid risk because of a tendency to rely on self rather than God's resources. Faith may seem hard for the giver.

Major Weaknesses

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

Biblical example of Giver – Job

6. RULER (Principle of Freedom)

- Thrives under pressure and puts the people around him under the same pressure. This can be motivational or abusive.
- Is skilled at time management. Controls his time and gets the job done.
- Can be loose on ethics when the end justifies the means.
- Does not ask “why” questions.
- Pulls together a group based on loyalty to the mission. Causes the group to own a problem together.
- Can value loyalty more than competence per se.
- 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 a visionary.
- Is not into blaming himself or others. Wants to figure out how to fix it when something goes wrong.
- Is an empire-builder. Wants to make anything bigger and better.
- Doesn't look to others for solutions. Owns his own problems. Does not look for help.
- Focuses on the immediate task.
- Is not easily distracted from a task.
- Can be task-oriented and fall short in nurturing, shepherding, and correcting what is spiritually wrong.
- Involved in all kinds of projects. Enjoys diversity.
- Does not need the affirmation of other people when he has made up his mind.
- Can do a disproportionate amount of work with the given resources.
- Struggles with doing things in his own strength versus relying on God's power and plan.
- Takes on more tasks than is normally possible to complete in the time that he has.
- Can struggle with proper focus. Is he doing the thing God called him to do, or is he just doing things to stay busy?
- Is willing to be vindicated by God, and not man.
- Can withstand strong opposition.

Major Weaknesses

- Insensitivity. Since he is goal-oriented, he may fail to nurture those around him and may apply pressure without moderation.
- Ethics and integrity. The end justifies the means.
- Compromise. Settling for his agenda instead of God's agenda.

Biblical example of Ruler – Nehemiah

7. MERCY (Principle of Fulfillment)

- Gets along with everybody easily. Rarely has enemies.
- Is admired and respected.
- Is a safe person for those who are wounded. Can make everyone feel safe sharing their hurts. Can be approached by complete strangers.
- Can take initiative toward wounded ones. Knows who is feeling rejected or wounded.
- Has a huge number of acquaintances and people who enjoy him but only a few who are close friends. Shares everything with intimate friends.
- Craves intimacy of soul and physical touch. Desires hugs and physical contact.
- Tends to be slow to make transitions based on emotional processing. Does not like rapid change without time to process.
- Hears from God but has difficulty explaining the “why.” Operates on subjective and intuitive feelings.
- Makes decisions based on his heart.
- Hates to confront. Wants to keep people from hurting and protect them from pain.
- Does not like to choose sides between two people. Does not want to say one is right and one is wrong.
- Prone to appear indecisive because he does not desire to hurt anybody. Having to choose between people’s opinions can be paralyzing.
- Can become a people-pleaser and enabler. The immature mercy may do whatever is necessary to make people around him happy with him.
- May attract abuse and exploitation because of his kindness, niceness, and willingness to allow injustice to happen.
- Has a deep strain of anger, which appears rarely and usually in the context of loyalty to someone else. Tends to take up an offense for a third party.
- Is drawn to gift of prophet. Opposites attract: decisiveness of prophet balances the indecisiveness of mercy. Prophet needs the softening influence of mercy.
- Prone to stubbornness. May acknowledge that what he’s doing is not God’s will and yet not change. Can choose to be life-giving when he wants to, how he wants to, and where he wants to, but can stubbornly resist doing all the things that God has called him to do.
- Can easily enter into the presence of God. Has a predisposition to worship.
- Often has not resolved the fathering issues in his life.
- May see all pain as bad. May flee pain and keep others from the discipline of God when he intends to build maturity and wholeness through discipline.

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 he is willing to allow injustice to continue.

Biblical example of Mercy – John