

# Discover Your Spiritual Gifts

By Dr. Jensen Petersen

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Date \_\_\_\_\_

Name \_\_\_\_\_

This inventory is designed to assist you in identifying your spiritual strengths and areas for which you are most likely gifted. Fill in a "score" on the worksheet in the clear box corresponding to the statement number based on the scores:

## Score How This Statement Best Describes Me

- 1 I am seldom or never this way
- 2 I am usually not this way
- 3 I am sometimes this way
- 4 I am this way most of the time
- 5 I am this way almost all the time

Keep in mind when you score yourself that these are desirable traits for all Christians to have, and giving yourself a 1 or a 5 on a particular trait does not mean that you are unspiritual, but rather that it is not a primary motivating factor for you. So, be honest in evaluating yourself.

## Gifts Analysis

After completing, compute totals by adding down the columns from the previous pages and write the total scores in the spaces below.

- A. \_\_\_\_\_ Administration
- B. \_\_\_\_\_ Apostleship-Missionary
- C. \_\_\_\_\_ Discernment of Spirits
- D. \_\_\_\_\_ Encouragement
- E. \_\_\_\_\_ Evangelism
- F. \_\_\_\_\_ Faith
- G. \_\_\_\_\_ Giving
- H. \_\_\_\_\_ Healing
- I. \_\_\_\_\_ Helps/Service
- J. \_\_\_\_\_ Hospitality
- K. \_\_\_\_\_ Knowledge

- L. \_\_\_\_\_ Languages & Interpretation
- M. \_\_\_\_\_ Leadership
- N. \_\_\_\_\_ Mercy
- O. \_\_\_\_\_ Miracles
- P. \_\_\_\_\_ Pastor-Shepherd
- Q. \_\_\_\_\_ Prophecy-Predaching
- R. \_\_\_\_\_ Teaching
- S. \_\_\_\_\_ Wisdom
- T. \_\_\_\_\_ SPIRITUAL ALERT!

## My Top Three Gifts (highest numbers) are...

- 1) \_\_\_\_\_ Score \_\_\_\_\_
- 2) \_\_\_\_\_ Score \_\_\_\_\_
- 3) \_\_\_\_\_ Score \_\_\_\_\_

(SPIRITUAL ALERT: If you have a SPIRITUAL ALERT score of 12 or higher, please speak with your pastor so he may help you.)

# Spiritual Gifts Explanation

In order for you to understand your gifts and how you are to use them as part of the body of Christ, you need to study in-depth about your gift and look for ways to engage it in your church's ministry.

Christ's created and commissioned His church to cooperate with Him in world evangelism. It is His design and His strategy to us us as messengers of His Gospel, (Ephesians 3:10-12, Matthew 28:19-20).

Therefore, He calls each of us to contribute! (Ephesians 4:1) Every Christian is expected to contribute in their unique way. (Ephesians 4:7).

For you to better understand your gifts, you need to know the difference between a spiritual calling, a spiritual talent, a spiritual gift and spiritual fruit. Each of which is defined as follows:

- **A Calling.** A "spiritual call" is God's specific purpose for someone's life. While a call is often associated with pastors and missionaries (Jeremiah 1:5, Acts 16:10), every Christian has a calling (2 Timothy 1:9, Ephesians 2:10). A calling is God's specific will and assignment for each believer.
- **A Talent.** A "spiritual talent", while often mistaken for a gift, are both tangible and intangible assets that God gives people to perform work (Luke 12:48). These assets are independent of our salvation and can be used to further the will of God or be used for personal gain (Matthew 25:14-30).
- **A Spiritual Gift.** A 'spiritual gift' is a special ability given to us at our re-birth in order to aid in our calling and the administration of talents to bring about spiritual fruit. Gifts are spiritual 'tools' to enhance and aid in the production of spiritual fruit.
- **Fruits of the Spirit.** 'Spiritual Fruit' is the result, product or consequence of the Holy Spirit's action in one's life. The action begins with the filling of the Holy Spirit and the first fruit is repentance (Matthew 3:8). As a Christian grows and surrenders more control to the Holy Spirit, further fruits will become evidence (Galatians 5:16-24). The greatest fruit that is produced from a Christian's life is winning of new converts through evangelism (Proverbs 11:30).

Think of it this way...

The Plan	The Materials	The Tools	The End Result
Callings	Talents	Gifts	Fruit

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Place scores in the white box next to the statement (1, 2, 3, 4 or 5; 5 being most like me)

1. I become very frustrated when there is little or no organization at church.					
2. I desire to tell people in other countries about Jesus.					
3. I am quickly frustrated when people do not see the truth in Scripture.					
4. I strongly desire to help others grow in their Christian walk, both by counseling and being an example to them.					
5. People's need for salvation is on my mind, heart and in my prayers every day.					
6. I see what things could/should be done and to create plans to accomplish those goals to further the Gospel.					
7. I love to learn about different people groups and cultures.					
8. I see the motives & actions of people in definite terms, and can quickly tell where they are spiritually.					
9. I quickly understand the Scriptures, how it applies, and share it with others to encourage them to apply it.					
10. I have a clear understanding of the Gospel and can effectively communicate it to people to accept Christ.					
11. I can develop, articulate, organize & execute effectively plans to accomplishment long & short range goals.					
12. I have a desire to go as a messenger of the Gospel to people and places where it has not previously been.					
13. I perceive the motives of others and the sincerity within relationships concerning the church and the Bible.					
14. I counsel, model, and encourage people through your personal testimony, life, and Scripture so that people are comforted and encouraged to action.					
15. I have an overwhelming passion and ability to share the Gospel of Christ publicly or privately with unbelievers.					
16. Other people say I am very organized and dependable.					
17. I would/do enjoy going on mission trips overseas.					
18. I can discern quickly the motives of other people.					
19. I am constantly showing people how the Bible applies to their situation and encouraging them to follow the Bible.					
20. I look for and actively engage in telling people about salvation in Jesus everywhere I go.					
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<i>Add scores in down each column on this page ONLY and place HERE →</i>					

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21. People admire my confidence and faith in God when I am in difficult situations.					
22. I am constantly looking for ways to give to the needs of Gospel ministries.					
23. I have an overwhelming desire to aid in the restoration of broken person, physically, emotionally, and spiritually.					
24. I love helping behind the scenes at church and don't need recognition.					
25. I want other people to feel welcome, loved, comfortable and at home, especially those in ministry.					
26. I never worry about the future, I have full confidence that God will act.					
27. I manage the money/resources that God gives me very well and know how to make the most of a little.					
28. I know and feel the pain that others are in, and how they can be healed by God.					
29. God uses me to help others in ways that they need it.					
30. I know how to make people feel welcome & comfortable.					
31. I envision with clarity and confidence God's future direction and goals for the church and it's mission.					
32. I give liberally to meet the needs of those performing Gospel ministry and support God's church.					
33. I help broken people find how they can fit into the body and serve.					
34. I unselfishly meet the needs through practical service of those performing Gospel ministry.					
35. I reach out to others, especially those doing Gospel ministry, and welcome them into my home and life in a loving, warm manner, that they feel "at home" and relax.					
36. I am the first to take steps of faith before others.					
37. I tithe (10%) to my church and give generously above and beyond to the church and other ministries regularly.					
38. People are drawn to me to help them through situations.					
39. I would behind the scenes jobs and tasks.					
40. If a stranger enters, I am one of the first to befriend him.					
	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>
<b>Add scores in down each column on this page ONLY and place HERE →</b>					

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41. I love and spend large amount of time studying the Bible..					
42. I desire to learn/speak another languages.					
43. I see where God's people need to go & lead them there.					
44. My heart breaks for those suffering for the Gospel.					
45. God has used me supernaturally to perform miracles with the goal of people being saved.					
46. God helps me understand almost all I read in the Bible.					
47. I want people in other languages to hear the Gospel.					
48. God has given me a proven ability to lead His people to where they need to go and those goals are measurable.					
49. I know ways to help relieve people's pain & suffering.					
50. God has performed miracles by me to increase faith.					
51. I love to discover, analyze, accumulate, systematize, and articulate ideas that are essential for spiritual growth.					
52. I speak to God and to others in a foreign language(s) (i.e. French, Spanish, Russian, etc.) that is not my own.					
53. I set spiritual goals, make decisions, and then communicate them to the Body of Christ, such that others voluntarily follow and joyously work.					
54. I empathize with those in need (especially those suffering for the Gospel) and to manifest this empathy in such a way as to encourage those that are in need.					
55. God has worked through me through an event where a physical law is superseded (supernaturally) in such a way that it is perceived and draws the observers' consciences to conviction and to a relationship with God.					
56. I study Scripture for hours and hours each week.					
57. I want to begin or currently learning a foreign language.					
58. Other people looking to me to lead them.					
59. I do things to help those suffering for the Gospel.					
60. God performs great things through me that others see it and are encouraged to trust God for themselves.					
	K	L	M	N	O
<b>Add scores in down each column on this page ONLY and place HERE →</b>					

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Place scores in the white box next to the statement (1, 2, 3, 4 or 5; 5 being most like me)

61. I desire to care for people (both young and old) and help them grow in their relationship with Christ.					
62. I look for every opportunity to tell people what God says.					
63. I get excited to tell others what I learn in the Bible.					
64. I look forward to helping people see how God's Word applies to their lives.					
65. I believe that Spiritual gifts are of little or no importance.					
66. People often look to me for spiritual insight, guidance, comfort and assurance.					
67. People tell me that God has spoken to them through me.					
68. Other people say that I help them understand complex Spiritual subjects or topics.					
69. I can easily see how each part of Scripture applies to everyday life and to the Gospel of Jesus Christ.					
70. Things at my church are good; I see no need to do more.					
71. I minister to an established group of believers by caring for their spiritual welfare holistically over the long-term.					
72. I boldly proclaim God's Word such that people are convicted, consoled, encouraged, challenged to obey God.					
73. I communicate information in such a way that the members of the Body of Christ understand how to apply spiritual principles to their own lives and ministries.					
74. I gain insight on how knowledge may best be applied to specific needs in the Body of Christ.					
75. I do not need to regularly work with or learn from others.					
76. I want to minister to believers & their spiritual welfare.					
77. I look for every opportunity to publicly and privately proclaim God's Word to the saved & lost.					
78. I communicate information in such a way that people understand & apply spiritual principles to their own lives.					
79. I see how God is working in my life and around me and I can tell others what He is doing and how they can be apart.					
80. I believe that I am doing everything I am to do, and I do <b>not</b> need to do more.					
	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>
<b>Add scores in down each column on this page ONLY and place HERE →</b>					

# Master List of Spiritual Gifts

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## ADMINISTRATION (I Corinthians 12:28)

- **Explanation:** The special ability to develop, articulate, organize and execute effective and specific plans in the accomplishment of the long and short range goals of the Body of Christ.
- **Type:** Frontline & Support
- **Examples:** Joseph (Old Testament), Daniel
- **Caution:** Tendency to become controlling, fearful to relinquish power, control or leadership.

## APOSTLESHIP-MISSIONARY (Ephesians 4:11)

- **Explanation:** The calling and special ability from God to be sent as a messenger of the Gospel to go to people and places where it has previously not been and or that are different than one's own.
- **Type:** Frontline
- **Examples:** Jonah, Jeremiah, Isaiah, the twelve apostles
- **Caution:** Tendency to move on too quickly, discouraged with delays.
- **Application:** Participate in ministries that take the Gospel to people who have never heard it before, either in your own community or around the world.

## DISCERNMENT OF SPIRITS (I Corinthians 12:10)

- **Explanation:** The supernatural ability to perceive the motives, thoughts of others and the sincerity within relationships concerning the Body of Christ to make the truth known.
- **Type:** Frontline & Support
- **Examples:** Moses, Paul
- **Caution:** Can over-analyze and "judge" people, hold grudges or think they know the whole truth.
- **Application:** Using prayer, wisdom and discernment, at the right time, in the right place and with the right attitude, assist your leaders and other believers to the truth about a situation so that they may make the right and fully informed decisions.

## ENCOURAGEMENT (Romans 12:8)

- **Explanation:** This special gift is the ability to counsel, model, and encourage people through your personal testimony, life, and scripture so that people are comforted and encouraged to act.
- **Type:** Support
- **Examples:** Jonathan, Barnabas
- **Caution:** Temptation to encourage people when they need instead to be rebuked and disciplined.
- **Application:** Seek out those doing ministry, especially those who are new to ministry and those who carry heavy spiritual loads (like missionaries, evangelists and pastors) and regularly encourage them & their families through various ways (ex. Praise them openly, write them letters, give them encouraging gifts or financial help, offer them regular thanks (more than once a year).

## EVANGELISM (Ephesians 4:11)

- **Explanation:** This gift is the special ability to share the Gospel of Christ publicly or privately with unbelievers in such a way that men and women respond to become disciples of Jesus Christ. While all believer are called to share the Gospel, the evangelist has a special God's given ability to lead others to salvation, reaping where many other have sown.
- **Type:** Frontline
- **Examples:** Noah, Elijah, Elisha, Isaiah, Jeremiah, Ezekiel, John the Baptist, Apostles, Paul, Philip
- **Caution:** Danger in not following up with conversions or encourage further discipleship, also a danger in taking glory for what God does.
- **Application:** Regularly pray for opportunities to share the Gospel, seek out people to witness to every day, serve as decision counselors in your church, serve in the visitation team of your church, work with your pastor to identify people who need to be saved and then witness to them.

#### **FAITH (I Corinthians 12:9)**

- **Explanation:** This gift is the special ability to envision with clarity and confidence what God is doing and what He wants done when others cannot see and are afraid to act. They take big steps of faith based on God's future direction and help church fulfill God's will and make truth known.
- **Type:** Frontline & Support
- **Examples:** Abraham, Elijah, Paul
- **Caution:** Danger in not acting to show the faith, or expecting God to just do all the work.
- **Application:** Be the first to take steps of faith in your family and in your church. Encourage others to step outside their comfort zones and attempt great things for the Lord. Share your testimony of how God has worked miracles for and through you as you trusted in Him.

#### **GIVING (Romans 12:8)**

- **Explanation:** This gift is the special ability to generously give above and beyond to meet the needs of those performing Gospel ministry and support God's church and its ministries.
- **Type:** Support
- **Examples:** The women who supported Jesus, The Philippian church, The Shunammite woman
- **Caution:** Danger in giving and not asking discerning questions, in not prioritizing their giving.
- **Application:** In addition to your full tithe (10%) ask the Lord where He wants you to give and support that ministry. Seek out individuals who are in need and work with your pastor and/or evangelist so not only will their physical needs be met but also their spiritual needs as well. Seek out Gospel centered ministries in need and ask them where they need help and then give or get others & ministries.

#### **HEALING (I Corinthians 12:9, 28 & 30)**

- **Explanation:** These are presumably of various kinds since this gift is described in the plural form. Healing include both the supernatural ability to heal and/or the natural special ability that results in the restoration to wholeness of a person who is physically, emotionally, or spiritually broken, so that they may serve Christ as a witness for Him.
- **Type:** Support
- **Examples:** Elijah, Elisha, Peter, Paul
- **Caution:** Tendency to take credit for the miracle, also danger in not using it to share the Gospel.
- **Application:** Seek out people who are hurting (physically, emotionally, and spiritually) and pray about how God will use you to help them heal. Work with your pastor to identify people in need.

#### **HELPS/SERVICE (I Corinthians 12:28, Romans 12:7)**

- **Explanation:** This gift is the special ability to unselfishly meet the needs of those performing Gospel ministry and the needs of the group through practical service. It may be either ministering to the person himself or doing things to enable him to be free to do other ministries.
- **Type:** Support
- **Examples:** David's mighty men, Moses' appointed leaders under him, Luke, The Philippian church, The Shunammite Woman who cared for Elisha, Onesiphorus who helped Paul
- **Caution:** Danger in overextending oneself, not prioritizing, not meeting their own families' needs.
- **Application:** Identify or ask your ministers areas of need. Often what you might think are priority needs are not always what those in ministry actually need so be humble and ask what needs to get done, then go and quickly accomplish it with excellence, working unto the Lord.

#### **HOSPITALITY (I Peter 4:9)**

- **Explanation:** This gift is the special ability to reach out to others, both lost and saved, especially those doing ministry, and welcome them into your home and life in a loving, warm manner, while providing food and lodging, such that the guests feel "at home" in your presence.
- **Type:** Support
- **Examples:** The women who supported Jesus, Mary and Martha, The Philippian church, The Shunammite Woman who cared for Elisha, Onesiphorus who helped Paul
- **Caution:** Tendency to be fearful not to offend and compromise on truth and doctrine.
- **Application:** Get involved in ministries that seek to create a warm and welcoming atmosphere, seek out visitors and make them feel welcome, provide hospitably to those coming to church

#### **KNOWLEDGE (I Corinthians 12:8)**

- **Explanation:** This gift is the special ability to discover, analyze, accumulate, systematize, and articulate ideas that are essential for growth and edification of the Body of Christ. This especially involves the ability to concretely expound upon Old and New Testament history, their culture, languages, customs and traditions as well as the history of the Church.
- **Type:** Support
- **Examples:** Ezra, Solomon, Peter, Paul
- **Caution:** Pride. Knowing yet not loving, being insensitive to those struggling to learn.
- **Application:** (Note: This is not a stand alone gift but must be used in connection with other gifts) Seek out those doing ministry and offer your knowledge and service to help them become more effective in caring out their mission. Be humble in offering information as what you offer may be only a piece of the puzzle for those who will apply it in their lives and ministries.

#### **LANGUAGE & INTERPRETATION (I Corinthians 12:10, 28, 30)**

- **Explanation:** The gift of tongues/languages (literally interpreted as an intelligible known language) is the special ability to speak to God and to others in a foreign language that is not one's native language. This language may be naturally learn thorough years of study or given supernaturally.
- **Type:** Support
- **Examples:** The Apostles, Paul
- **Caution:** Pride. Knowing yet not loving, not explaining what things mean.
- **Application:** Use your gift to teach and interpret foreign languages on mission trips or in church.

#### **LEADERSHIP (Ruling - Romans 12:8)**

- **Explanation:** The special ability to set Godly goals, make decisions, and then communicate them to the Body, such that others in a group will voluntarily follow and joyously accomplish these goals.
- **Type:** Frontline
- **Examples:** Moses, Joshua, David, Nehemiah, Peter
- **Caution:** Pride. Moving too fast, making decision without consultation, making assumptions.
- **Application:** All leaders are God chosen so be careful not to be a self appointed leader. If you are a senior pastor, lead as God guides you. If you are under the leadership of a senior pastor, get to know him and where God is leading through him and work as an extension to lead others to fulfill their callings, accomplish the church's mission and fulfill all the commandments of the Bible. You may lead hundreds or just one other person, but no matter the size of the group, success is measured in faithfulness to the call and commandments, not in numbers.

#### **MERCY (Romans 12:8)**

- **Explanation:** This gift is the special ability to empathize with those in need (especially those suffering for the Gospel message) and to manifest this empathy in such a way as to encourage those in need.
- **Type:** Support
- **Examples:** The Philippian church, The Shunammite who cared for Elisha, Onesiphorus.
- **Caution:** Temptation to give mercy without seeing repentance, fearful to be rebuked/disciplined.
- **Application:** Identify people who are suffering and seek to help them. If they suffer because of their sin, share your testimony and help the understand the gracious Good News of God's love and forgiveness through repentance. If they are suffering for the Gospel, for doing right, assist and encourage them to remain strong in the Lord.

#### **MIRACLES (I Corinthians 12:10, 29, 39)**

- **Explanation:** This gift involves an event where a physical law is supernaturally suspended in such a way that it is perceived and draws the observers' consciences to their relationship with God.
- **Type:** Support
- **Examples:** Moses, Elijah, Elisha, Peter, Paul
- **Caution:** Tendency to take credit for the miracle, also danger in not using it to share the Gospel
- **Application:** If God has so chosen to do a miracle through you, allow Him not only to do it, but to receive all the glory for it. Realize that you can do nothing apart from Him and have no power unto yourself, nor choice to exert that power unless so commanded by the Lord. All miracles are to give God glory and bring people to a saving knowledge of His Son.

### **PASTOR-SHEPHERD (I Peter 5:1-4; Ephesians 4:11)**

- **Explanation:** The special ability to lead and minister to an established group of people (believers) by caring for their spiritual welfare holistically on a long-term basis, to spiritually feed them, discipline, exhort, encourage and teach them regularly from God's Word.
- **Note:** There are Biblical requirements & qualifications for those who use this gift in the local church.
- **Type:** Frontline
- **Examples:** Moses, David, the good priests, Timothy
- **Caution:** Temptation to encourage people when they need instead to be rebuked and disciplined, danger in overextending oneself, not prioritizing, not meeting their own families' needs.
- **Application:** If you are called as a shepherd, Therefore, I exhort the elders among you, as *your* fellow elder and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to *the will of God*; and not for sordid gain, but with eagerness; nor yet as lording it over those allotted to your charge, but proving to be examples to the flock. And when the Chief Shepherd appears, you will receive the unfading crown of glory. (1 Peter 5:1-4).

### **PROPHECY-PREACHING (Romans 2:6; I Corinthians 12:10, 28-29; Ephesians 4:11)**

- **Explanation:** This gift is the divine call and special ability given through a close and personal relationship with God to be His mouthpiece, to publicly or privately proclaim God's word such that people are confronted, convicted, consoled, encouraged, challenged or strengthened. Another purpose involves knowing and speaking God's mind intuitively rather than, as with the teacher, deductively from Scripture alone. Scripture is to always check this intuition.
- **Note:** There are Biblical requirements & qualifications for those who use this gift in the local church.
- **Type:** Frontline
- **Examples:** Moses, Aaron, Samuel, Gad, Nathan, Elijah, Elisha, Jonah, Isaiah, Jeremiah, Ezekiel, Hosea, Joel, Haggai, Zachariah, Malachi, John the Baptist, Paul, John the Apostle.
- **Caution:** Pride. Knowing yet not loving, being insensitive to those struggling to learn.
- **Application:** If you have this gift, I solemnly charge *you* in the presence of God and of Christ Jesus, who is to judge the living and the dead, and by His appearing and His kingdom: preach the word; be ready in season *and* out of season; reprove, rebuke, exhort, with great patience and instruction. For the time will come when they will not endure sound doctrine; but *wanting* to have their ears tickled, they will accumulate for themselves teachers in accordance to their own desires, and will turn away their ears from the truth and will turn aside to myths. But you, be sober in all things, endure hardship, do the work of an evangelist, fulfill your ministry. (2 Timothy 4:1-5)

### **TEACHING (Romans 12:7, I Corinthians 12:28, Ephesians 4:11)**

- **Explanation:** The special ability publicly or privately explain, teach deductively from the Scriptures and apply God's Word such that people are confronted, convicted, consoled, encouraged, challenged or strengthened. Scripture is to always check this gift. This gift is the ability to communicate information in such a way that members of the Body of Christ understand how to apply spiritual principles to their own lives and ministries.
- **Note:** There are Biblical requirements & qualifications for those who use this gift in the local church.
- **Type:** Frontline
- **Examples:** Ezra, Paul, Pricilla and Aquila
- **Caution:** Temptation to teach facts and not provide application, danger in all talk and no action.
- **Application:** Let not many *of you* become teachers, my brethren, knowing that as such we will incur a stricter judgment. (James 3:1) All teachers must be students themselves so study the Word of God, practice it, and then you can teach its statutes and ordinances to others. Seek out teachers (both formally and informally) who will teach you, be a humble study, practice what you have learned and then you can teach others. Be open to teaching any group, any size and at any time. Do not be selective but be willing and able to teach. Do not hog all the teaching to yourself, but rather teach other and the train and allow them to teach. This is true, Biblical multiplication.

### **WISDOM (I Corinthians 12:8)**

- **Explanation:** The special ability to gain insight on how knowledge may best be applied to specific needs in the Body of Christ. This involves applying Biblical truths to everyday situations.
  - **Type:** Frontline & Support (Compare Romans 11:33-35 with I Corinthians 2:6-10.)
  - **Examples:** Joshua, Daniel, Paul
  - **Caution:** Temptation to wait until asked rather than offering valuable advice.
- Application:** Identify people that God leads you to support and assist with Godly, Biblical counsel. Choose both your words carefully, how to approach the individual, and when you offer the wisdom. Remember, that while the wisdom is true, there is a proper time and procedure for everything Offer to help them and gain their trust as you offer Biblical wisdom to them. Make sure all your advice has a Biblical basis and offer the insight.