



Propel

Coaching™ *Excellence in Inspiration, Motivation and Achievement*

Christian Application of KSAs and Gifts

Helpful Definitions:

KSAs: **K**nowledge, **S**kills and **A**ptitude (formerly Knowledge, Skills and Abilities)

Knowledge: [A.S.] 1) the act, fact or state of knowing; 2) acquaintance with facts; range of information, awareness or understanding; 3) what is known; learning; enlightenment; 4) the body of facts accumulated by mankind. *Bibl. Intimate with*

Skill: [O.N. *skil, distinction*] 1) great ability or proficiency; expertness; 2) an art, craft or science, especially one involving the use of the hands or body; 3) ability in such an art, craft or science.

Ability: *n.* from able [Lat. *Habilis*, handy < habere to have, hold] 1) a being able; power to do; 2) talent; 3) *usually in pl.* special skill

Talent: 1) a widely varying unit of weight or money used in ancient Greece, Rome or the Middle East, etc.; 2) any natural ability or power; 3) a special, superior ability in an art, etc. 4) people who have talent.

Gift: [A.S.] 1) something given or bestowed; present; 2) the act. Power or right of giving; 3) a natural ability; talent: as, a *gift* for art Gifted: having a natural ability or aptitude; talented

Aptitude: [Gr. *haptain: to fasten*] 1) suitability; fitness; 2) a natural tendency, inclination or ability; 3) quickness to learn or understand.

In the past, I've come across KSAs as standing for: **K**nowledge, **S**kills, and **A**bilities. However, I find this usage confusing. "Able" can merely mean barely capable of doing something. Skill most often means an advanced ability. Used in this manner, Abilities can often mean a minimum standard necessary for one to achieve a certain position within an organization. This is along the lines of weakness management.



Propel

Coaching™ *Excellence in Inspiration, Motivation and Achievement*

For the purposes of Strengths-based and results-oriented coaching, I find the word Aptitude more fitting as it means: “a natural ability or talent; a suitability or fitness; a quickness to understand.” Aptitude can be applied in a gifted way outside the *spiritual*-giftedness that is specifically biblical and God-given for His specific, body-of-Christ application.

Therefore, for the purposes of PropelCoaching™, KSAs will mean Knowledge, Skills and Aptitudes. When properly co-ordinated and finely tuned through practice, these come to be what many refer to as strengths. This leaves us free to examine *spiritual* gifts as well as natural abilities or giftedness in non-spiritual ways (Aptitudes). While I believe even these *natural* gifts are also God-given, some people can become quite advanced in these areas through hard work (focusing on building up weaknesses). However, this is quite distinct from *spiritual* gifts as the bible makes clear in Romans 12:4-8 and 1Corinthians 12 that *spiritual* gifts are for the purposes of the body-of-Christ: the church. Further, that the spirit one should have, or if you prefer, the attitude one should have with regards to the manner of the application or use of these gifts is defined in 1Corinthians 13 and 14.

If you have further questions or comments, please feel free to contact me.

Hoping in Christ,

Larry Skahill



Larry Skahill is a “recovering rocket scientist,” father of four, award-winning author/speaker and Professional Life Coach who lives on the beautiful Central Coast of California where he pursues his passions of spearfishing, writing and life coaching.

©2013 Larry Skahill, all rights reserved;

<http://www.larryskahill.com/>

@SkahillLarry

<https://www.facebook.com/PropelPublishing>

Reprints of this article, (print and electronic) are encouraged so long as this copyright notice and author bio are included in the reprint. Thank you.

©2011 Propel Coaching

1305 North “H” St., Suite A, #299, Lompoc, CA 93436

855-299-PROP (7767)

coach@larryskahill.com