

MOTIVATIONAL GIFTS (Gifts of Grace) (Romans 12)

Motivational gifts: (ministry passions) an incentive, to stimulate to action, an impulse to act.

A. Motivator, Prophecy, Proclaiming Truth,: Galatians 1:8-10, Jeremiah 3:12-14, I Cor 14:3. Desire to motivate people to serve God. One who desires to correct unproductive situations. One who is inspired to speak to people for the purpose of constructive spiritual progress.

B. Serving: Ephesians 6:5-8, Romans 15:31, Galatians 6:2. Desires to meet needs of people on a practical basis. One who renders aid and relief to others.

C. Teacher, Researcher: II Timothy 2:15, 24-25 Isaiah 28:10, Acts 17:10-11, 18:24-28, 28:23, 30-31, John 13:13-15. Desires to study and present truths to people. One who verifies what others say. One who confidently expounds on sound doctrine. One who gives examples of practical application. One who is humble and always willing to be taught.

D. Encourager, Exhorter: Romans 1:11-12, Acts 20:7-12, Titus 1:9. Desires to encourage people, console, and strengthen people on a personal level.

E. Giver: Matthew 6:2-4, Ephesians 4:28. Desires to meet needs of people on a financial basis. One who hears of a need and responds to that need. One who shares what he/she has liberally and secretly. One who gives out of the abundance of what God has given them.

F. Administrator, Leadership: Titus 1:5, Thessalonians 5:12, I Timothy 3:4-5, 12. Desires to lead people through organization. One who presides over various church functions. One who leads by good example and service. One who organizes, facilitates, and administrates church activities.

G. Mercy Shower, Sympathizer: Matthew 5:7, James 3:17. Desires to empathize with people. One who is motivated to cheer up others and pray for them.

If 8 people met to organize a church....

A. Motivator: Well prepared sermons exposing sin and proclaiming righteousness.

B. Server: Practical assistance to each member of church to help them fulfill their responsibilities.

C. Teacher: In depth study of Bible subjects in order to validate truth and gives guidance through instruction of personally learned truths.

D. Encourager: personal counseling and encouragement for each member to assist them in applying scriptural principles to their daily living.

E. Giver: generous programs of financial assistance.

F. Administrator: Smooth-running organization throughout the church so that every phase is carried out decently and in order.

G. Mercy Shower: special outreach and concern for the feelings of individuals w/a readiness to meet their needs.

If PJP dropped the dessert on the floor...

- A. Motivator:** “that’s what happens when you’re not careful!” (motivation: correct the present).
- B. Server:** “Oh, let me help you clean it up!” (motivation: to fulfill a practical need).
- C. Teacher:** “It fell because it was too heavy on one side. Next time, equally distribute the weight.” (motivation: to discover why it happened).
- D. Encourager:** “It was such a beautiful dessert and next time it will be even better.” (motivation: to correct the future).
- E. Giver:** “I’ll be happy to buy a new dessert.” (motivation: to give to a tangible need).
- F. Administrator:** “Jim, would you get the mop? Sue, please help me find another dessert.” (motivation: to accomplish the purpose of the gathering).
- G. Mercy Shower:** “I’ve dropped many desserts in my life.” (motivation to empathize)

MOTIVATION QUESTION SHEET

1. Are you able to clearly communicate your ideas to others, either personally or publicly?
2. Do you concentrate more on doing practical things than on understanding why things need done?
3. Would you be likely to use visuals if you were to teach a class?
4. Do you have a greater concern for how to apply a truth than in understanding its message?
5. Do you frequently give more than your tithe to the church?
6. Do you enjoy motivating others to participate in various tasks and activities?
7. Do you tend to identify with the emotional needs of the underdog or the struggling person?

8. Are you likely to verbalize your opinion regarding rightness or wrongness of a statement?
9. Are you likely to notice when someone needs help and to offer your services?
10. Does a verse used out of context bother you?
11. Do people seek your advice concerning personal problems?
12. Would you rather give money to help than perform some manual task?
13. Do you sense a responsibility to make decisions on behalf of others?
14. Are you closed to those who are hard-hearted toward people in distress?

15. Do you sense an ability to know the motives and intentions of unfamiliar people?
16. Do you gain satisfaction from doing small but necessary tasks?
17. Are you pleased when others grasp a new principle that you shared?
18. Would you rather talk with others about their problems instead of sending them to someone else?
19. When someone is in need, do you immediately think of helping?

20. Do you possess a special ability to help others work more effectively?
21. Do you sympathize with people suffering without considering WHY they are suffering?
22. Do you speak up when issues are discussed in a group, rather than remaining silent?
23. Are you more effective assisting leaders than in leading?
24. When talking to others, do you share truths from scripture rather than personal experiences?
25. Do you possess a strong desire to help struggling people become more effective?
26. Are you likely to give material items to others as a way of glorifying God?
27. Are you more concerned with doing a task than with others' opinions about how to do it?
28. Do you think of ways to minister to and help those who are hurting?
29. When you sense that words spoken are not from God, has your judgment proven correct?
30. Do you relieve others of duties so they can pursue their most important work?
31. Do others accuse you of providing too many details?
32. Have your friends said that your reasoning simplifies difficult problems?
33. Do you look for unannounced opportunities to give your money?
34. Do you enjoy making decisions that give direction to others?
35. Is it difficult to participate in confrontation because of your concern for the feelings of others?
36. Are humble people strongly convicted when you share what the Bible says?
37. Do you prefer doing a job yourself rather than working in a group?
38. Do you prefer to develop your own teaching material because it is easier to present?
39. Do you find great satisfaction in encouraging people who are going through problems and trials?
40. Is it difficult to accept selfish people as friends or acquaintances?
41. Do you think of decisions that would be helpful in directing a group?
42. Do you demonstrate love and compassion toward people with personal or emotional problems?
43. Do you evaluate what people say and whether it is right or wrong?
44. Are you quick to complete specific tasks that need done?
45. Do you spend time reading and studying before other duties?
46. When speaking to others, do you think of how to challenge and motivate them?
47. Do you feel great joy in giving, regardless of the receiver's response?
48. Are you depended upon to make major decisions for the group?
49. Do you possess a drive to remove the causes of hurts rather than to look for the benefits from them?
50. When you know something is wrong, do you feel a responsibility to inform those unaware?
51. Do you receive greater satisfaction from manually completing a job than from counseling people?

52. When studying a subject, do you gain understanding before others?
53. Are you concerned about helping others reach personal goals and objectives?
54. When you give money, do you have an inner compulsion to keep it a secret?
55. Does training a person satisfy you more than simply doing the task yourself?
56. When those around you are distressed, are you likely to feel what they are feeling?
57. Do people ask your opinion about something said and whether it was right or wrong?
58. When asked for help, do you have difficulty saying NO?
59. Is it easy and enjoyable to intensely study and research a subject?
60. Do you listen to others' problems with the intention of helping?
61. Do you naturally give, without expecting something in return?
62. Do you enjoy the responsibility of making decisions for a group?
63. Do you quickly identify with those experiencing emotional pain?
64. Have you felt a responsibility to protect the truth by exposing error?
65. Do you enjoy doing necessary tasks without being asked?
66. Do you like to prove and respond to issues because truth will be brought forth?
67. Do other people follow your advice in difficult situations?
68. Do you look for little things to purchase for someone to help brighten their day?
69. Do you enjoy being the final voice for the direction and success of a group?
70. When a friend is mistreated, are you likely to be angry with the offending person?
71. When you discern that something is wrong, do others accept your evaluation?
72. Do you look for opportunities to help others?
73. Are you eager to search for answers to questions or problems?
74. Do you desire to encourage defeated and discouraged people?
75. When asked to help financially with a worthwhile project, do you view this as a great privilege?
76. Is your sense of timing accurate in knowing how long it will take to complete a task?
77. Are you sympathetic and sensitive, often putting yourself in others' shoes?
78. Is it difficult for you to spend time with someone who is ignorant to the truth of the Word?
79. Are you likely to help someone without prior notice?
80. Rather than simply giving a word to someone, do you explain its meaning?
81. Do people come to you for advice more than you give others advice?
82. Do you feel the need to advise others in how to become financially stable/wise?
83. Do you have the ability to know what to do in difficult situations?
84. Do you cut off fellowship with those who are rude or insensitive to others?

MOTIVATION answer sheet.

Name _____

Almost always=6 Frequently=4 Occasionally=2 Almost never=0

1.____	2.____	3.____	4.____	5.____	6.____	7.____
8.____	9.____	10.____	11.____	12.____	13.____	14.____
15.____	16.____	17.____	18.____	19.____	20.____	21.____
22.____	23.____	24.____	25.____	26.____	27.____	28.____
29.____	30.____	31.____	32.____	33.____	34.____	35.____
36.____	37.____	38.____	39.____	40.____	41.____	42.____
43.____	44.____	45.____	46.____	47.____	48.____	49.____
50.____	51.____	52.____	53.____	54.____	55.____	56.____
57.____	58.____	59.____	60.____	61.____	62.____	63.____
64.____	65.____	66.____	67.____	68.____	69.____	70.____
71.____	72.____	73.____	74.____	75.____	76.____	77.____
78.____	79.____	80.____	81.____	82.____	83.____	84.____

A B C D E F G

A. CHARACTERISTICS OF THE GIFT OF (PROPHECY) PROCLAIMING TRUTH

1. the urge to express thoughts and ideas verbally, especially regarding what's right.
2. the tendency to make quick judgments on what is seen and heard and to speak quickly.
3. An amazing ability to sense when someone or something is not what it appears to be and to react harshly to dishonesty.
4. A desire to reject those who offend so that "justice" will be done and others will be warned.
5. An openness about personal faults and failures and an honesty about himself and others.
6. A tendency to be impulsive in actions & to be whole-heartedly involved in whatever is done.
7. A tendency to be painfully direct when correcting friends.
8. a desire to give open evidences of loyalty and total commitment.
9. a willingness to suffer for doing what is right.
10. An ability to be very persuasive in defining what is right and wrong.

HOW PROCLAIMERS (MOTIVATORS) CAN MISUSE THEIR MOTIVATION

1. correcting people who are not their responsibility: Proclaimers feel that they are responsible to provide what they think is the truth. It is hard for them to hold back when they see things are wrong.
2. Jumping to conclusions about words, actions, and motives: Proclaimers tend to draw conclusions on a few known facts, and they come to these conclusions too quickly.
3. Reinforcing a condemning spirit: once a quick conclusion has been made, they tend to look for confirming evidence. This can result in taking words of the accused out of context in order to prove a point.
4. Judging and exposing someone's sin rather than restoring them: To judge a Christian is to pass a sentence on him based on the evidence at hand w/little concern on helping him overcome. Proclaimers tend to point out the problem w/o seeing the solutions.
5. Dwelling on the negative rather than the positive: Proclaimers are more sensitive to evil and deception. This often results in their being "against" more things than they are "for". If something is partly right and partly wrong, proclaimers tend to see it all as wrong.
6. Too honest: Proclaimers often share opinions that would have been better left unsaid.
7. Demanding a positive response after being corrected: Proclaimers tend to expect an immediate repentance regardless of whether they corrected someone in love (properly) or not. They tend to magnify failures in order to promote repentance.
8. Condemning themselves when they fail: Proclaimers are just as hard on themselves as they are on others. They tend to be extremely self critical when they fail.
9. Expecting others to be incredibly honest: Proclaimers will tell all the weaknesses of themselves openly, and expect others to do the same. They despise dishonesty.

B. CHARACTERISTICS OF THE GIFT OF SERVING

1. an ability to see practical needs and a desire to meet them.
2. A joy in serving others when it frees them to do something else.
3. A tendency to disregard personal health in serving others.
4. A difficulty in saying “no”, resulting in getting sidetracked.
5. An ability to remember likes and dislikes.
6. A need for appreciation to confirm that your service is satisfactory.
7. A desire for clear instructions without time limits.
8. An enjoyment with short range projects and a tendency to become frustrated with long range responsibilities.
9. a tendency to feel inadequate and unqualified for spiritual leadership.

HOW SERVERS CAN MISUSE THEIR MOTIVATION

1. Neglecting home responsibilities to help others: Also, many times, Servers may do more for others than their family because they get more appreciation from others.
2. Accepting too many jobs at once: Because Servers can't say NO, they tend to get involved in too many outside projects at the same time.
3. Being too persistent: Servers can detect needs before others are even aware of them and persist in trying to meet that need even when the help has NOT been requested for them.
4. Going around the proper authority: Servers don't pay attention to the “red tape” when it comes to meet the need at hand. (usually they can't afford the money they spend).
5. Excluding others from helping: Unlike “organizers” servers find it difficult to delegate jobs.
6. Interfering with God's discipline by premature help: Servers want to meet a need so badly that they will sometimes get in the way of God trying to bring a person to repentance. If a server had found the prodigal son and met his needs, he may have never repented.
7. Desire sincere appreciation: Servers don't desire public recognition, but they can sometimes desire approval from people more than from God.

C. CHARACTERISTICS OF THE GIFT OF TEACHING

1. A gift to impart knowledge to others based on truth from the Word and experience.
2. An ability to provoke interaction among learners, especially with those who need it most.
3. An alertness to know when learning is or is not happening.
4. The ability to communicate information in proper sequence to connect on the same level as the learner.
5. An understanding of the importance of questions being answered, since the learning stopped at the first question.
6. A joy in seeing students benefit from personal application.
7. A tendency to support precepts being taught with the use of personal examples.
8. An overwhelming desire to ask questions in order to hear what other people have learned.
9. A delight in reporting as many facts on a subject as possible.

HOW TEACHERS CAN MISUSE THEIR MOTIVATION

1. Becoming proud of their knowledge: Researchers are very smart and it is easy to develop pride when a person has much more information than others.
2. Despising practical wisdom from uneducated people: The Jews marveled saying, “how knoweth this man letters, having never learned?”
3. Communicating skepticism toward others: A researcher may try to validate what everyone says all the time and think they are the only source of truth.
4. Depending on human reasoning rather than the Holy Spirit: the primary tool of the researcher is their mind. Yet God warns us that we are not to lean on our understanding.
5. Giving information which lacks practical application: Researchers can get so caught up in “deep” knowledge that they forget to find something applicable.
6. Boring listeners by “over-teaching”: There is a balance between sharing personal examples and being redundant. One should give a variety of shorter examples rather than a lengthy one. Major on the “majors” and minor on the “minors”. When class is over or time is up, STOP TEACHING!
7. Retreating into their own world of books and resources: Researchers can sometimes shut themselves up in their own world and forget to enjoy those around them.
8. Accelerating learning beyond a reasonable pace: Teachers tend to get overly excited about what they’re teaching; therefore, they can rush through their material leaving students behind. Enthusiasm is good, but remember that “the goal of teaching” is to impart truth, not show how much you know.

D. CHARACTERISTICS OF THE GIFT OF THE ENCOURAGER

1. A motivation to urge people forward to achieve their full potential.
2. An ability to discern where a person is in their growth and to speak on that level.
3. A desire to give precise steps of action in urging people toward spiritual maturity.
4. An interest in visualizing achievement for people and to use this to motivate them to action.
5. A desire for face to face discussion in order to determine and insure a positive response.
6. A tendency to identify with people of different types of backgrounds in order to gain a wider hearing.
7. A delight in bringing harmony between diverse groups of people.
8. A willingness to encourage others to welcome personal tribulation as a key component growth.

HOW ENCOURAGERS CAN MISUSE THEIR MOTIVATION

1. Raising the expectations of others prematurely: Exhorters can visualize long-range goals for people easily and sometimes lead people to think those goals can be reached quicker than they actually can.
2. Taking “family time” to counsel others: Exhorters love to help people with problems and they are willing to give whatever time that is required to achieve results.
3. Treating family and friends as “projects” rather than people.
4. Sharing private illustrations about people without the permission of those people.
5. Jumping into new projects without finishing existing ones: Exhorters tend to motivate others to get involved in a project and then abandon it for a “better” project.
6. Encouraging others to depend on them rather than God: People who receive help by following the counsel given by an Exhorter tend to rely on the Exhorter more than growing spiritually and relying on God’s wisdom.
7. Trusting visible results rather than a true change of heart: Exhorters tend to communicate approval when those whom they are trying to help- respond to the steps of action that were given. This can encourage outward conformity without an inner heart change.
8. Neglecting proper emphasis on basic bible doctrines: Exhorters tend to minimize Biblical teaching that seems “more difficult” to apply than “self help” teachings given in the world.

E. CHARACTERISTICS OF THE GIFT OF GIVING

1. A keen ability to discern wise investments in order to have more money to give away.
2. A delight in giving quietly without public notice.
3. A motivation to hear from God concerning where and when to give.
4. A tendency to give either high quality gifts or very thought out gifts.
5. A desire to test faithfulness and wisdom by how people handle funds.
6. a willingness to practice personal frugality.
7. An alertness to see what other people do with their money.
8. an ability to see financial needs which others tend to overlook.
9. A desire to use giving as a way to motivate others to give.

HOW GIVERS CAN MISUSE THEIR MOTIVATION

1. Giving too sparingly to their own family: In attempting to achieve the balance between “working for money” and “appreciating the money”, Givers may be too frugal with their own family.
2. Causing family to resent gifts to others: If givers are too frugal with their own family and then give large gifts to others, they can cause their family to resent those to whom gifts are given. To avoid this, Givers should have their spouse or someone else confirm the amount that a gift should be.
3. Putting pressure on people who have less to give: One of the motivations of Givers is to encourage others to give. This is fine as long as it is done in balance. Givers should remember that not everyone has this same gifting.
4. Failing to acknowledge God as the giver of wealth: God not only gives us the power to get wealth, but He also is the One who prompts us to give. He tells us how to give, when to give, and how much to give. If a true Giver is not responsive or obedient to these promptings, Satan is given admittance in their financial dealings.
5. Judging those who misuse funds rather than advising them: Givers are very alert to how people use funds and it can be easy for a Giver to rebuke a person for misusing funds rather than advising them in the wisdom God has given them.
6. Controlling people or Ministries: In an attempt to make sure their gifts are wisely invested, Givers may try to take the place of the Pastor or Financial board in order to sponsor a project that is not part of God’s plan for that particular ministry.
7. Investing in projects that do not benefit the lives of people: Givers can be deceived into giving towards projects that care more about the “look” than the “people”. (statues, marble floors in a college, politics, etc...)

F. CHARACTERISTICS OF THE GIFT OF ADMINISTRATING

1. A tendency to visualize the final result of a major undertaking.
2. A desire to break down major goals into smaller achievable tasks.
3. An ability to know what resources are available and needed to reach a goal.
4. A motivation to remove himself from distracting details in order to focus on the ultimate goal.
5. A willingness to put up with negative reactions from others in order to reach an ultimate goal.
6. A need for loyalty and confidence from those who are being directed and served.
7. An alertness to know what he should and should not delegate to others.
8. A delight in inspiring and encouraging workers by cheerfulness, approval, praise, and challenges.
9. a huge fulfillment in seeing all the parts come together in a finished product.

HOW ADMINISTRATORS CAN MISUSE THEIR MOTIVATION

1. Viewing people as “resources” rather than humans: It is easy for an Administrator to overlook the individual needs of the workers and view them as a resource for the job. Administrators can also tend to use the people to accomplish personal ambitions or goal.
2. Showing favoritism to those who are more loyal: The single most important quality to administrators is loyalty. They need to know who they can count on to get the job done. They want to know where they stand with each person who works for them. Rewarding loyalty without favoritism is a special challenge for administrators.
3. Taking charge of projects which were not God’s direction: It is difficult for administrators to stand by and watch mismanagement and inefficiency. They can take charge prematurely.
4. Delegating too much work to others: If Administrators delegate too much work to others and is not sensitive to their needs and schedules, then the workers will become resentful and feel like they are doing all the work.
5. Overlooking serious character faults in valuable workers: The primary objective of administrators is to coordinate everyone’s effort in order to see a project completed. In the process, they may be willing to overlook major character faults in the lives of those who are useful in reaching their goals.
6. Being unresponsive to suggestions and appeals: Administrators have the ability to withstand much reaction in order to get a job done. However, they can carry this too far and become closed minded to valid suggestions of those who are working with them.
7. Failing to give proper explanations and praise to workers: Workers want to feel like they are part of the overall project by learning how their job fits into the final goal. And everyone needs encouragement as the work is being done.

G. CHARACTERISTICS OF THE GIFT OF MERCY SHOWING

1. An ability to sense genuine love. A greater vulnerability to deeper more frequent hurts from lack of love.
2. A motivation for deep friendships in which there is mutual commitment.
3. A tendency to react harshly when intimate friends are rejected.
4. A greater concern over mental joy or distress than physical concerns.
5. A likelihood of attracting people who are struggling with emotional distress.
6. A need to measure acceptance by physical closeness and quality time together.
7. drive to remove the causes of hurts rather than look for benefits from them.
8. A desire to avoid decisions and firmness unless they will eliminate greater hurts.
9. A tendency to be attracted to those with the spiritual gift of prophecy.

HOW MERCY SHOWERS CAN MISUSE THEIR MOTIVATION

1. Failing to be firm and decisive when necessary: Mercy showers do not want to hurt or offend other people, however, the lack of firmness or decisiveness can cause greater hurt and disappointment. Mercy showers can also base decisions on emotions rather than logic.
2. Taking up offenses for those who have been hurt: When Mercy showers hear about a friend who is being hurt, they tend to take up that offense and feel hurt and pain as well.
3. Develop improper emotional attachments: Mercy showers are often sensitive, understanding, and responsive listeners, therefore it can be easy to be “Jesus” for someone and carry their burdens and develop an emotional connection that isn’t healthy.
4. Sympathizing with those who are violating God’s standards: If Mercy Showers may give sympathy and encouragement to those who are suffering as a direct result of violating God’s moral laws. Unlike exhorters who look at suffering as means of growing spiritually, Mercy Showers tend to react to the idea that- if it’s pain, then it needs to be removed quickly- which can be unhealthy.
5. Establishing possessive friendships with others: There is a deep need for closeness in the friendships of Mercy Showers. This can cause a tendency to be deeply hurt when there is not a mutual commitment to the friendship. Disappointments in one friendship tend to create greater expectations and possessiveness in a new friendship.