



"For I say, through the grace given unto me, to every man that is among you, not to think of himself more highly than he ought to think; but to think soberly, according as God hath dealt to every man the measure of faith. For as we have many members in one body, and all members have not the same office: So we, being many, are one body in Christ, and every one members one of another. Having then gifts differing according to the grace that is given to us, whether **prophecy**, let us prophesy according to the proportion of faith; Or **ministry**, let us wait on our ministering: or he that **teacheth**, on teaching; Or he that **exhorteth**, on exhortation: he that **giveth**, let him do it with simplicity; he that **ruleth**, with diligence; he that sheweth **mercy**, with cheerfulness." - **Romans 12:3-8**

Spiritual Gifts in the Scriptures

What is a motivational gift?

Prophecy

Server

Teacher

Exhorter

Giver

Ruler

Mercy

Motivational Gift Evaluation test

***BEFORE** we enter into our study, please take time to complete the Motivational Gift Evaluation located in the back. For accuracy, please complete each question. Answer honestly, and then follow the instructions to obtain your individual score and that will determine your motivational gift.



The spiritual gifts are found in the following passages of Scripture passages:

MOTIVATIONAL GIFTS	Romans 12:6-8
MANIFESTATION GIFTS	1 Corinthians 12:4-11, 28-31
MINISTRY GIFTS	Ephesians 4:7-13
GIFT OF HOSPITALITY	1 Peter 4:9-10

What is a motivational gift?

A **motivational gift** is God’s grace upon our lives to accomplish the purpose for which He created us to be.

God blesses only that which He creates. This presupposes God will not bless what He has not created. ***To operate outside of our creational, motivational grace gift, then, is a vain attempt to be something other than what God created.*** This fruitless endeavor will leave us frustrated, disillusioned, and hard to get along with, because we are striving against ourselves.

- "Oh yes, you shaped me first inside, then out; you formed me in my mother’s womb. I thank you, High God—you’re breathtaking! Body and soul, I am marvelously made! I worship in adoration—what a creation! You know me inside and out, you know every bone in my body; You know exactly how I was made, bit by bit, how I was sculpted from nothing into something. Like an open book, you watched me grow from conception to birth; all the stages of my life were spread out before you, The days of my life all prepared before I’d even lived one day. - **Psalms 139:13-16 (MSG)**
- "So God created man in his own image, in the image of God created he him; male and female created he them. And God blessed them, and God said unto them, Be fruitful, and multiply, and replenish the earth, and subdue it: and have dominion over the fish of the sea, and over the fowl of the air, and over every living thing that moveth upon the earth." - **Genesis 1:27-28 (KJV)**



Having then gifts differing according to the grace that is given to us, whether **prophecy**, let us prophesy according to the proportion of faith; - **Romans 12:6**

#1 – Prophecy

Principal Characteristics

- Identified by the symbol of the “eye”
- Uncanny ability to see motives and character
- Discerns from the ground down versus the ground up
- Frank, bold, and direct
- Not afraid to confront error or injustice
- Solitary, loners

Dangers

- Pride, or thinking of self to be more highly than you actually are
- Arguing the principle over the person
- The tendency to show little tolerance for foolishness and lack of patience from immaturity

Distinct Delight

- Helping us grow up
- Exposing hidden dangers, motives, and character
- Brining correction to root issues
- Lifting the standard of righteousness



prophetia
prof-ay-ti'-ah

a discourse emanating from divine inspiration and declaring the purposes of God, whether by reproof and admonishing the wicked, or comforting the afflicted, or revealing things hidden;

ACTS 16:16-19



*Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophesy according to the proportion of faith; Or **ministry**, let us wait on our ministering: - Romans 12:7*

#2 – Serving

Principal Characteristics

- Identified by the symbol of the “hand”
- Bent toward detail (can remember birthdays, anniversaries, etc.)
- Unusual strength and stamina
- Likes recognition and appreciation
- Talented with their hands
- Work behind the scenes

Dangers

- Pride (Judging others for not working like them)
- Circumventing (avoiding) authority
- Putting work before worship
- Leaving their first love – Jesus
- Overextending (depriving others of serving)

Distinct Delight

- Servers roll up their sleeves to go to work. Their pragmatic service helps leaders to fulfill their assignment.
- Exodus 31:1-6 (Bezaleel and Aholiab took pleasure in their vital role in helping Moses build the tabernacle).



diakonía,
dee-ak-on-ee'-ah

service, ministering, esp. of those who execute the commands of others. the ministrations of those who render to others the offices of Christian affection esp. those who help meet need by either collecting or distributing of charities

EXODUS 31:1-6



*Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophesy according to the proportion of faith; Or ministry, let us wait on our ministering: or he that **teacheth**, on teaching; - **Romans 12:8***

#3 – Teaching

Principal Characteristics

- Identified by the symbol of the “mouth”
- An uncanny ability to bring clarity and simplicity to the Scriptures
- Natural bent towards study and pragmatic biblical truths
- Motivates others to ask questions to learn Scripture

Dangers

- Pride (a know-it-all, unteachable attitude)
- Thinking they know more than others
- Disputing the knowledge of others
- Sharing too much information
- Sharing information too soon (over zealotry)

Distinct Delight

- Teach others how to model Christ (Acts 11:25, 26)
- Have a unique way of connecting prior experiences to present learning
- Take great pleasure in helping God’s people grow in the things of God



didaskō
did-as'-ko

to hold discourse with others
in order to instruct them,
deliver didactic discourses

ACTS 11:25-26



*Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophesy according to the proportion of faith; Or ministry, let us wait on our ministering: or he that teacheth, on teaching; Or he that **exhorteth**, on exhortation: - **Romans 12:8***

#4 – Exhortation

Principal Characteristics

- Identified by the symbol of the “tree”
- Called alongside to help the body of Christ by way of comfort, encouragement, counsel and instruction
- Helps people believe in the Lord and in themselves
- Helps restore and strengthen fallen Believers

Dangers

- Pride (thinking exhortation alone brings change and growth)
- Dissimulation (going along just to get along)
- Encouraging a person in their sin
- Failing to wait on their exhortation

Distinct Delight

- Delight in encouraging others, helping them believe they can win
- Find great pleasure in coming alongside the downcast, outcast, and the castaways with God’s message of hope, quickening their faith in God

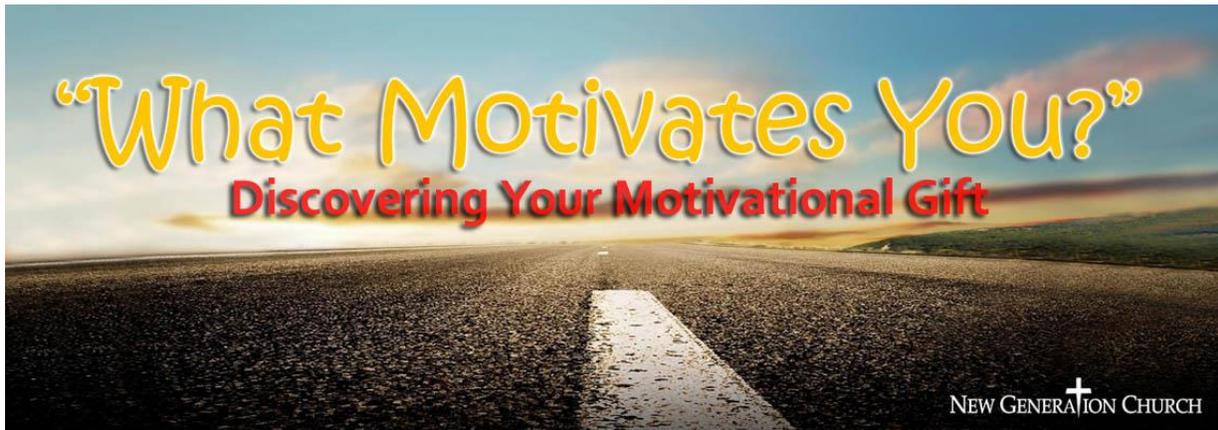


Parakaleō

par-ak-al-eh'-o

to call to one's side, call for, summon. to console, to encourage and strengthen by support, to comfort

ACTS 9:26-27



*Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophesy according to the proportion of faith; Or ministry, let us wait on our ministering: or he that teacheth, on teaching; Or he that exhorteth, on exhortation: he that **giveth**, let him do it with simplicity; **Romans 12:8***

#5 – Giver

Principal Characteristics

- Identified by the symbol of the “dollar sign”
- Gifted to make money
- Gifted to raise money
- Inspires others to give
- Helps break the back of greed and stinginess
- Helps lift financial burdens of the ministry
- Known for donating land, property, and money

Dangers

- Pride; not giving with genuineness
- Looking for preferential treatment – lobbyists
- Keeping back, hoarding what they out to give
- Valuing money more than God and His perspective

Distinct Delight

- Giver-motivated people delight in giving
- Understand what it means that it is “more blessed to give”



Metadidōmi
met-ad-id'-o-mee

to give over, i.e. share:—
give, to impart.

LUKE 19:8;
ACTS 4:34-37



*Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophesy according to the proportion of faith; Or ministry, let us wait on our ministering: or he that teacheth, on teaching; Or he that exhorteth, on exhortation: he that giveth, let him do it with simplicity; he that **ruleth**, with diligence; he that sheweth mercy, with cheerfulness." - Romans 12:8*

#6 – Ruler

Principal Characteristics

- Identified by the symbol of the “head”
- Ability to plan and organize projects
- Goal-oriented, likes to complete projects
- Brings order, managers, directs
- Can size up a project, knowing what it needs

Dangers

- Pride, seeing others as obedient
- The lack of diligence; valuing the project more than the people
- Over-delegating
- Not serving like the Lord Jesus serves

Distinct Delight

- The ability to direct delightfully
- Grace to organize and accomplish goals
- Strong finishers



Proistēmi
 prois'-tay-mee
 to stand before, i.e. (in rank) to preside, or (by implication) to practise:—
 maintain, be over, rule.

EXODUS 18:21-23



*Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophesy according to the proportion of faith; Or ministry, let us wait on our ministering: or he that teacheth, on teaching; Or he that exhorteth, on exhortation: he that giveth, let him do it with simplicity; he that ruleth, with diligence; he that sheweth **mercy**, with cheerfulness." - Romans 12:8*

#7 – Mercy

Principal Characteristics

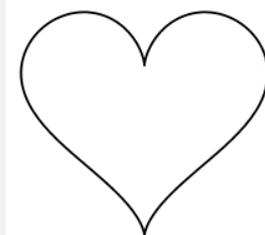
- Identified by the symbol of the “heart”
- Their sensibilities reflect the gamut of God’s emotions and heart
- They vicariously experience the suffering of others and move to relieve their suffering
- Anointed to help people through the grieving process
- Able to solace and cheer the sorrowful
- They help release people from guilt and shame

Dangers

- Pride thinking they alone care for hurting people they alone have the heart of God
- Being soft when firmness is required
- Oversensitivity
- Withholding mercy

Distinct Delight

- Ability to relate to hurting people and cheer them up
- Love to rejoice and weep with others
- Show God’s compassion and possess the power of mercy’s grace to forgive



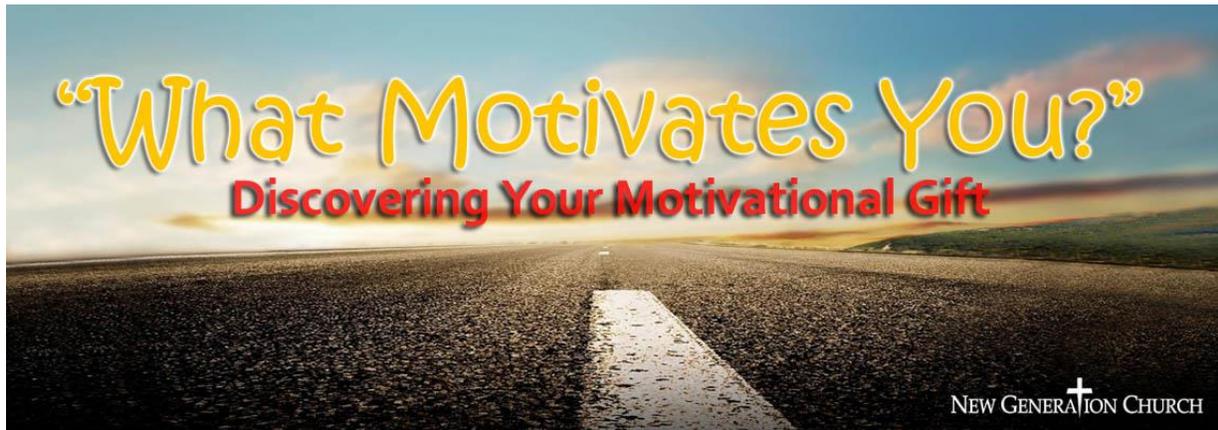
eleēō,

el-eh-eh'-o

to compassionate (by word or deed, specially, by divine grace):—have compassion (pity on), have (obtain, receive, shew) mercy (on).

LUKE 23:34;

JOHN 8:10-11



MOTIVATIONAL GIFT EVALUATION TEST

1. I tend to see people as they really are – good or evil.
 Usually Sometimes Never Points _____

2. I like to work with my hands. I would rather do that than stand before people speaking.
 Usually Sometimes Never Points _____

3. I search for facts because I like to be informed-finding, studying, and researching words.
 Usually Sometimes Never Points _____

4. I like to make people believe in themselves and expect God to work in them.
 Usually Sometimes Never Points _____

5. I know how to make money. Everything I put my hands to prospers.
 Usually Sometimes Never Points _____

6. People notice that for the most part, everything I do must be organized-even if its just taking out the garbage. Everything has its place.
 Usually Sometimes Never Points _____

7. It hurts me to see others suffer, even people I do not know.
 Usually Sometimes Never Points _____



8. I see beyond what others see. I see from the ground down-to the root-to the bottom line.

Usually Sometimes Never Points _____

9. Once informed of your likes or dislikes, I will not forget.

Usually Sometimes Never Points _____

10. I like preachers to accurately quote and teach the Bible.

Usually Sometimes Never Points _____

11. I like to tell people of the goodness of God and His continued love toward us.

Usually Sometimes Never Points _____

12. I like to encourage others to give. I get a kick out of rewarding people who are obedient in this area.

Usually Sometimes Never Points _____

13. I find it easy to manage people when involved in projects and work well under organized people, such as myself.

Usually Sometimes Never Points _____

14. Even if people do things so bad that I wince to think of it, I have the tendency to make allowances for them.

Usually Sometimes Never Points _____



15. I like to get to the point – “yea, yea” or “nay, nay.”
 Usually Sometimes Never Points _____

16. I do not care if I have to work beyond the expected time. I can do it.
Others can leave, but I will stay until the job is finished.
 Usually Sometimes Never Points _____

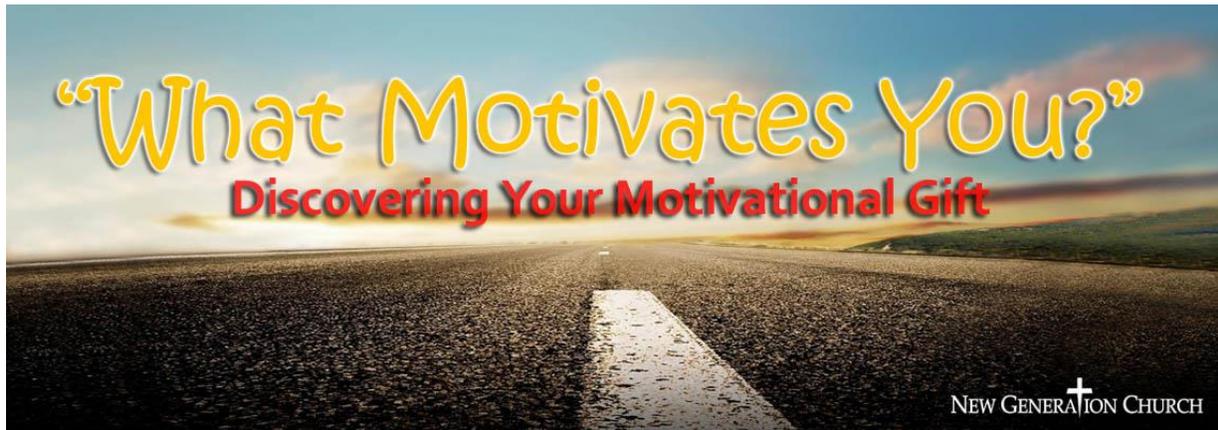
17. I enjoy sharing the Word with someone who is knowledgeable.
 Usually Sometimes Never Points _____

18. Because I enjoy the smiles of people, I set out to encourage others rather
than put them down.
 Usually Sometimes Never Points _____

19. I never stand idly by when my church has a financial need. I pray, fast, or
do extra work just to help bring in money.
 Usually Sometimes Never Points _____

20. I believe my job is to set up plans for projects. I give the instructions, and
others carry them out. Sometimes I like to plan and work with others to
reach the goal.
 Usually Sometimes Never Points _____

21. Whenever someone dies, I always try to do something to help the
bereaved. I cook, clean, wash, and do whatever I can to help. Just being
with them makes me feel better.
 Usually Sometimes Never Points _____



22. I like to see fruit of salvation in my life and in the lives of others - evidence of true repentance.

Usually Sometimes Never Points _____

23. I sometimes over extend myself in commitments.

Usually Sometimes Never Points _____

24. I like asking new converts about the Word, so they have an answer for the hope within them.

Usually Sometimes Never Points _____

25. I believe there are steps and principles within our relationship with God, where if we fall, He will pick us up and work it out.

Usually Sometimes Never Points _____

26. I like to match the pledge of others when we are working on a new project. When I match what they give, I believe I am blessing the Lord.

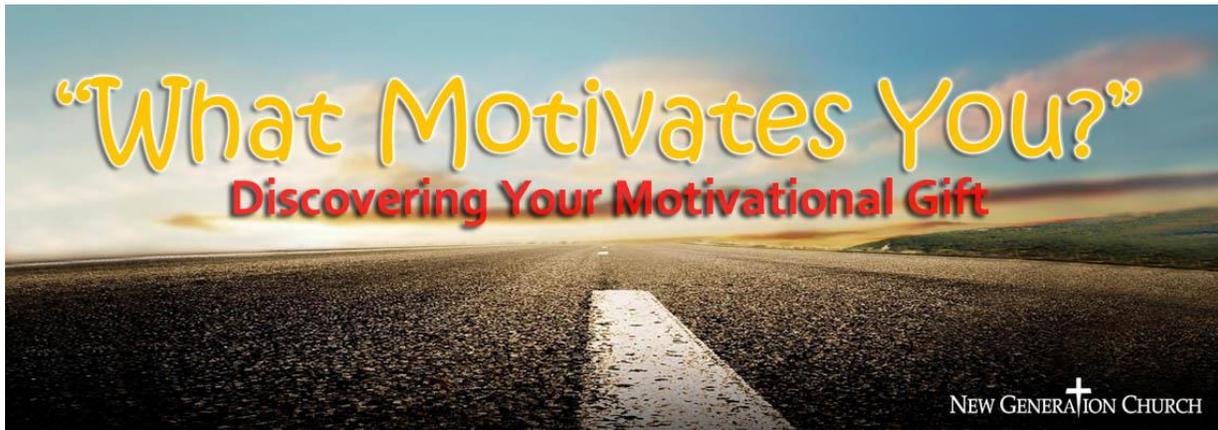
Usually Sometimes Never Points _____

27. I am gifted in many areas because of my love for research. My knowledge is well-rounded enough to point me in the right direction.

Usually Sometimes Never Points _____

28. I cry easily, even if an animal gets hurt – I do not care if it is a goldfish¹

Usually Sometimes Never Points _____



29. I like to show what I say. Visual aide helps me get my point across.
 Usually Sometimes Never Points _____

30. I do not like jobs that take too long.
 Usually Sometimes Never Points _____

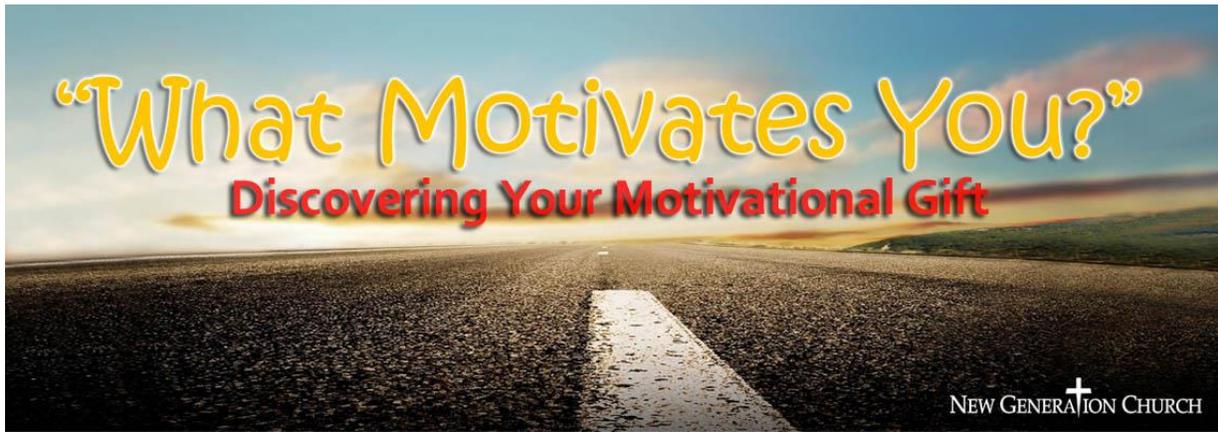
31. I like detailed studies of the Word. When I am challenged, I like to challenge others.
 Usually Sometimes Never Points _____

32. I like people, all people – the sinner, the down and outcast.
 Usually Sometimes Never Points _____

33. I like saving and giving. I do not like too much spending.
 Usually Sometimes Never Points _____

34. If things are not done decently and in order, I have a hard time standing behind them.
 Usually Sometimes Never Points _____

35. I have a great love for children and for the kind of people that others tend to shy away from, for those who are ostracized (left out), and seem alone. If I had a set of arms big enough, I would give all of them a big hug.
 Usually Sometimes Never Points _____



MOTIVATIONAL GIFT EVALUATION SCORING SYSTEM

In the boxes below, enter the numerical point value from your responses to questions 1 through 35.

- | | |
|------------------|----------|
| Usually | 5 points |
| Sometimes | 3 points |
| Never | 1 point |

Add across and enter the total for each line in the Totals column. Your highlighted total will most likely be your **MOTIVATIONAL GIFT**.

					TOTALS	GIFTS
1.	8.	15.	22.	29.		PROPHECY
2.	9.	16.	23.	30.		SERVER
3.	10.	17.	24.	31.		TEACHER
4.	11.	18.	25.	32.		EXHORTER
5.	12.	19.	26.	33.		GIVER
6.	13.	20.	27.	34.		RULER
7.	14.	21.	28.	35.		MERCY