

DISCOVER YOUR MOTIVATIONAL GIFTS

INTRODUCTION

Different Categories of Gifts

There are three categories of gifts mentioned in the scriptures. These are not necessarily the only gifts, but they do seem to cover the full range of gifts that operate today. Some gifts are mentioned in more than one list, but this is to express different aspects of that gift.

a. Motivational Gifts.

[Romans 12:3-9] "Use our different gifts in accordance with the grace that God has given us." This recognises that God has given us different measures of grace or motivation to accomplish his will. That grace is a function of our faith in recognising and using our spiritual gifts. We are likely to have one motivational gift which is stronger than any of the others, but others will also play some part in our gift mix. There are seven motivational gifts.

b. Manifestation gifts.

[1 Corinthians 12:7-11] "The Spirit's presence is shown in some way in each person for the good of all." This recognises the purpose of the Spirit showing or manifesting his supernatural power in us, particularly in a time of prayer or worship. We operate one gift at a time, but the body is intended to exercise all of them. There are nine gifts in the list.

c. Ministry Gifts.

[Ephesians 4:11]. "To prepare all God's people for the work of Christian service, in order to build up the body of Christ." These are leadership gifts or ministries, that are more closely tied to the role that a person has in the church. There are five of these gifts.

How Motivational Gifts Work

Your Motivational Gifts are your basic gifting that affects the way you see the work of God and how you serve him.

* They are not purely natural talents, but a combination of natural and supernatural abilities. To the degree that you yield your life to the Holy Spirit, God will use your human drives and characteristics and empowers and changes them for his supernatural purposes.

* They are not Christian roles, such as Sunday School teaching, but are the Spirit empowered way you do any Christian service, in whatever role you are in. Your motivational gift will cause you to do this task differently from someone else who is doing the same task.

* They are not the fruit of the Spirit [Galatians 5:22]. We are all expected to grow in all the fruit of the Spirit, whereas you are likely to have only one major motivational gift. Motivational gifts are abilities, but you need the fruit of the Spirit to enable you to also have mature qualities in your life.

* Manifestation gifts are given at the time when you need to use them, but motivational gifts are with you all the time, in everything that you do. They can be so much part of your life that you have failed to realise that they are in you.

* Your motivational gift will affect which manifestation and leadership gifts you exercise.

Discovering Your Gift

Be open to discovering and receiving your gift. - You must commit yourself fully to God [Romans 12:1-2 - You must be filled with the Holy Spirit [Acts 1:8] - You must gain victory over sin in your life [Acts 8:21]. - You must desire to love and serve others [1 Corinthians 14:1]

Learn about the gifts. - Study the Bible passages where gifts are used. - Get to know gifted people, especially those with gifts the same as yours, and observe how they use their gift. - Talk about spiritual gifts with other Christians. - Read books on the subject. - Study these notes carefully. They are well able to help you see what gift you have.

Pray for the gifts. - Be persistent. Discovering gifts takes time and courage.

Use the Gifts Questionnaire. The motivational gifts are well able to be discerned this way. Their accuracy however depends on how much you know yourself, so it is good to have other confirmation as well.

Use the help of other Christians who you pray and serve with to discern your gifts. Usually it is difficult to discern our strengths, but is often obvious to someone else. It is good to have others confirmation of what we have been able to tell in ourselves.

Exercise boldness. - Have a go with what you can do. Be available for service. Don't wait for gifts before beginning service, but rather step out in faith and expect the gifts to come as you serve.

Are the Gifts Meant for Today?

There has been a controversy in the church for a long time about whether the spiritual gifts are meant for today. Of course, if the gifts are not meant for today, we are wasting our time in trying to learn about them or use them.

There is nowhere in the scriptures that says that God has withdrawn or will withdraw the gifts. 1 Corinthians 13:8-12 is clear that the gifts will pass away 'when perfection comes' and when we 'know fully' - in fact only when we go to be with the Lord in eternity.

However through the history of the church, the gifts have been neglected. It is not surprising that after about 17 centuries of neglect, it is taking some time for the church to re-discover the spiritual gifts.

Who is Given a Spiritual Gift?

God wills that every Christian exercise spiritual gifts [1 Corinthians 12:7] But these gifts are only given by the Holy Spirit, so we only receive them as we receive from the Holy Spirit.

Why Use The Motivational Gifts?

1. Because we should use what God has graciously given us to use. Not to use God's gifts in pride (I can manage without them) or ignorance. [Romans 12:3].
2. Spiritual gifts turn you from being a spectator into a participator in your Christian life. They enable all Christians to have a ministry of service to others.
3. The Gifts of the Spirit are as important as the fruit of the Spirit in loving others. If we love them we shall bring to them prophetic encouragement, supernatural guidance, deliverance, counselling etc. The gifts must be exercised in love.
4. Motivational gifts help you to evaluate your place in the Body of Christ. You will be able to better operate in service with others, and be more united to the body of Christ, if you recognise the reality of our different strengths for service. [Romans 12:4-5].
5. The gifts are really just Jesus working through us in healing, prophecy etc. So if you have Jesus in your life, you will want to continue on his ministry.
6. If you have received the Baptism in the Holy Spirit you will have been released to use Spiritual gifts as a normal part of your Christian life. Spiritual gifts, including the motivational gifts, are not an optional extra, but an integral part of the Spirit filled Christian life.
7. You cannot effectively serve the Lord, without using the spiritual gifts. You will not experience supernatural help in your work until you use your spiritual gifts. Knowing your motivational gifts will enable you to find out the best way you can serve, and avoid unnecessary frustrations over ineffectively doing things the way someone else does them.
8. Without all the gifts operating, the church will be held back in its effective worship and work. The church needs its people to be using the gifts in order for it to grow and be fruitful.
9. Spiritual gifts are given to enable you to witness. [Acts 1:8]

DISCOVER YOUR MOTIVATIONAL GIFTS

1. SERVER

Your Gift Colours All You See

If you put on a pair of sun-glasses, all you see will be coloured accordingly. So it is with a person's motivational gift.

A **prophet** will look at life and see everything in black and white terms. Everything will look either good or bad, right or wrong, in God's will or out of God's will.

A **server** on the other hand constantly notices opportunities to do things for others.

A **teacher** will be mainly interested in searching for the truth in all he encounters.

An **exhorter** will see opportunities to challenge or encourage people at whatever they do.

The **giver** will look for ways to invest his time, talents and stewardship to meet the needs of others.

The **leader** with his broad vision will grasp the overall dimensions of a situation.

The **carer** will recognise hurts and wounds that need healing and express opportunities of love.

And each one may think, "Why don't others see things the way I see them? Its clear to me!"

NT Examples

Martha [John 11:1-40]

Joseph of Arimathea [Mark 15:43,46; Luke 23:50-51; John 19:38-40]

Philip (the apostle) [John 1:43-45; 6:5-7]; 12:21-22; 14:8]

Philip (the deacon) [Acts 6:5; 8:5-40; 21:8-9]

Onesimus [Philemon; Colossians 4:9]

Timothy [Acts 16:1-3; 17:14,16; 1 Corinthians 4:17; Philippians 2:19-24; 1 Thessalonians 3:1-2; 1 & 2 Timothy]

Definitions

One who loves to serve others in practical ways with the love of Christ.

The special ability to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results.

The gift to cheerfully perform supporting tasks, sometimes of a menial nature, for individuals, groups, or the body as a whole.

Characteristics

1. The hands of the body. Easily recognises practical needs and is quick to meet them.

Important needs that would seem insignificant to others catch their eye and they take joy in meeting that need. It is a ministry of helps. Providing transport, baking a cake for another person, giving hospitality, repairing and maintaining, aiding with housework, are among the variety of things that can be done. Of all the motivational gifts the server has the greatest ability and joy at working with their hands. Joseph of Arimathea was a member of the Jerusalem Council who fulfilled the highest function of serving Christ by asking Pilate for permission to bury the body of Jesus.

2. Like carrying out a support role. Does not like taking the lead, but works with someone else, staying in the background, and helping the other person to be free to do their work. Timothy served Paul so that Paul could carry out his ministry. He explained, "he and I like a son and a father, have worked together for the sake of the gospel." Philippians 2:22. Servers make wonderful secretaries, vice-presidents, or committee members, but are very reluctant to take up leadership positions, and are likely to be frustrated with the demands of leadership if they do so. A server will see how other people can be of help, and take them to the leader or involve them in the work in some way. eg Philip the apostle [John 1:43-45]. A danger for servers is that they can give unrequested help, even if there are more important things to do.

3. Hospitable. Servers are the first to offer help to host a visitor. They love to make their visitors feel wanted by taking care of all their physical needs. Martha's home was often a place where Jesus stayed at because of the hospitality they provided. Philip the deacon, gave hospitality to Paul while he was on his missionary journey.

4. Has a hard time saying 'no' to requests for help. Servers are certainly the hardest physical workers of all the motivational gifts. Because they know they are good at a task, they find it hard to turn down requests for help. Servers are very loyal. They put extra touches onto a job. A danger is that the server can end up being on 20 committees, and have so many jobs to be done, that they become workaholics, and neglect their home and personal responsibilities. Servers can be so busy, that they work beyond their physical limits and may suffer burnout.

5. Needs approval. Appreciation confirms to the server that their work is necessary, and it is being blessed by the Lord. Paul gave Timothy more praise than any other assistant.

How to Grow in the Gift of Service

Since service is a gift of the Holy Spirit, you need to ensure that you have been filled with the Holy Spirit [Romans 8:13]

Ensure that your service leads people to praise God and not yourself [2 Corinthians 9:12-13]

See the infinite variety of different opportunities for service. Pray for the opportunities to be shown to you, so that you can see clearly the needs that should be met, and those that can be left.

Don't avoid your study of the Word of God and prayer or fellowship with other Christians, because this will give you the wider purpose that is needed for practical work.

Don't be afraid to ask others if you can help when you have an idea for something you would like to do. Your offer will be appreciated because the need or the possibility may not have been noticed by anyone else.

Don't be upset by others who don't seem to be working as hard as you are. Realise that you have a special gift. It is better to encourage others to see practical needs and to work with you, rather than be upset by them.

Become part of a long range goal, project or mission, where your gifts can be fully used, and where you can have long term achievements.

DISCOVER YOUR MOTIVATIONAL GIFTS

2. TEACHER

Gifts in Leading a Home Group

Even if you do the same job as another person, because your motivational gift is different, you will do it differently from another person. For example, if you were asked to lead a Bible study/prayer group, this is how the different giftings may approach the same job:

A prophet would encourage people to be honest before God and others in the group.

A server would put as priority caring for the practical needs of the group and doing things together.

A teacher would emphasize study and helping people to understand the true message and avoid misunderstandings.

An exhorter would be most interested in the group reaching out to non-Christians and helping people to grow spiritually.

A giver thinks of ways that people can be the answer for each others prayers.

A leader will programme the meeting well so that the goals of the group are achieved.

A carer aims to produce harmony and build up each person's love for each other.

Definitions

One who loves to research and communicate the truth of God's Word.

The special ability that God gives to certain members of the body of Christ to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn.

The Spirit's gift to impart spiritual instruction to others in ways that are both understood and followed, and which promote spiritual growth and unity.

From the NT Greek verb `didasko'. The NT use of the gift refers to one who teaches sound doctrine.

NT Examples

Thomas the apostle, [John 20:24-29]

Luke, (Gospel of Luke and Acts)

Apollos, [Acts 18:24-28; 1 Corinthians 3:4-6]

Characteristics

1. The mind of the body

For the person with the gift of a teacher, logically understanding the Christian faith is paramount. They see themselves as always learners. Teachers are concerned for the truth of the Word of God, and to appeal its truth when presenting it.

Luke wrote his gospel with a concern for the full truth to be made known. [Luke 1:4] A teacher has the most questioning mind of all the motivational giftings. Thomas had the deepest doubts, and had to have proof. [John 20:25]

However, when teachers are convinced of the truth, they will not be easily swayed. Thomas came to a strong belief. *"My Lord and my God!"* [John 20:28].

Teachers may be slow to accept the viewpoint of others. they can come across as 'know it alls', and enter into argumentation and division. A major danger for the Christian teacher is intellectualism, the reliance on human reason rather than the revelation of God.

2. Present their material systematically

Teachers like to present their material systematically, in the form of points that follow in logical order, rather than simply relate a story. For example Luke explained, "*I thought it would be good to write an orderly account for you.*" Luke 1:3b. Teachers usually develop a love for the use of words. They are fond of learning new words and easily develop a large vocabulary.

3. They are researchers.

When teachers hear important statements, they will seek to verify their accuracy. Luke states at the beginning of his gospel that he had carefully studied about the life of Jesus. A teacher will be a great reader. This does not necessarily mean that a person with the gift of teaching is always correct. Apollos was a good teacher but mistaken because there was some information about Jesus that Priscilla and Aquilla had to explain to him. [Acts 18:26]

4. Loves building believers in their understanding

Teachers prefer teaching believers to engaging in evangelism. The teacher cannot imagine anything more important than building up the understanding of the Bible and the Christian faith in the life of a believer. Teachers believe truth has the intrinsic power to produce change in people or situations. They accept without question that, "*You will know the truth and the truth will set you free.*" [John 8:32]. Because of this teachers may miss out on applying the truth in practical ways.

5. Is more concerned with facts than feelings

Teachers look at life with a certain detachment. In general they tend to be more objective than subjective. Emotions are kept well under control. The teacher suffers the danger of not discerning the feelings of others, and appearing to be distant and not caring of others needs. A person with the gift of teaching can make a good doctor, (eg Luke), diplomat, lawyer, research scientist, or journalist, as well as any kind of teaching position.

Developing The Gift of Teaching

Learn to listen to God's revelation on what you should be teaching. This is a work of the Holy Spirit [John 14:17]

Realise that a commitment to God's will is a condition of a person understanding God's truth. [John 7:17]

Learn to listen to and respect the viewpoint of others, even if you do not agree with it.

Take the opportunities that you can for Bible training.

Avoid concentrating on one particular field of study, as this can lead to imbalance.

Look for the practical applications of what is being taught and be an example of what you are teaching.

DISCOVER YOUR MOTIVATIONAL GIFTS

3. PROPHET

What are the Motivational Gifts?

Prophet (prophecy). One who receives and communicates the will of God.

Server (service). One who loves to serve others in practical ways with the love of Christ.

Teacher (teaching). One who loves to research and communicate the truth of God's Word.

Exhorter (exhortation). One who loves to encourage others to live a victorious Christian life.

Giver (giving). One who loves to give time, talent, energy and finances to support others and advance the gospel.

Leader (leading, organising) One who loves to co-ordinate, facilitate, organise or lead others in Christian work.

Carer (caring, showing mercy, or compassion). One who shows compassion, love and care to those in need.

NT Examples

John the Baptist: Matthew 3:1-17, Luke 7:18-20

Agabus: Acts 11:27-28; Acts 21:10-11

Philip's daughters: Acts 21:8-9

John, the author of the book of Revelation:

Definition

Prophecy in the New Testament has a general sense of speaking out the Word of God. It is primarily concerned in the New Testament with bringing comfort, warning, and guidance to the church. Prophecy only occasionally in the New Testament includes prediction of future events.

Characteristics of the Prophet

1. The eye of the body.

The perceiver, gifted with spiritual sight. They see things that the rest of us often miss completely. The prophet takes to heart the need for light in the Body of Christ. (Matthew 6:22-23). Prophets are the ones who most often receive revelation in the form of words, visions or dreams. The prophet senses the character of individuals, groups and places and may have the gift of discernment of spirits. John the Baptist was able to see quickly who Jesus was. (John 1:29) There is a danger though that prophets can jump to conclusions too quickly, and with too few facts.

2. Sees issues in terms of right and wrong.

The prophet has the special ability of having a clear and sound eye to detect God's truth. They tend to see things in terms of black and white. John the Baptist was quite clear in his denunciation of the Pharisees. (Matthew 3:7). The prophet needs to be loving, or else he will come across as demanding and critical and will lose his audience.

3. Need to express themselves.

Prophets need to express their thoughts and ideas verbally or creatively. They can be the most persuasive of speakers, and have strong convictions about everything. John the Baptist was persuasive enough to draw big crowds out into the desert to hear him. The prophet is not the best diplomat. Because of the tendency to speak impulsively the prophet may speak his judgments too quickly and regret later what he has said.

4. Open about their own faults.

Prophets are open about their own faults. They tend to be perfectionists, and can be over introspective and self-critical.. They won't be content with accepting what someone else has said. They also depend on the Holy Spirit to illuminate God's Word. John the Baptist, after he was imprisoned was still not sure if Jesus was the Messiah, so he asked one of his disciples to check it out for him. [Luke 7:19].

5. Called to intercession.

They are above all people of prayer. John the Baptist's clothing of camel skins and food of locust and wild honey, was a part of his setting himself apart for prayer, in order to do his work of prophecy.

6. Has few or no close friendships.

Often prophets go through life with only a few close friends - or none at all. Prophets are loyal to the truth, even if it means cutting off relationships. John the Baptist was the desert prophet. [Luke 1:80]

How to Grow in the Gift of Prophecy

Since prophecy is a gift of the Holy Spirit, you need to be sure that you have been filled with the Holy Spirit.

Personal repentance of all present and past sins is an essential preparation.

Be open to the call of God on your life, and be totally obedient to it.

Develop your listening skills with God. Listen in prayer, worship, and Bible reading. Good Bible training is essential.

Write down the revelations you receive, even if it may seem silly at the time. You may see a pattern emerge.

Seek confirmation of the prophecies you receive. Be prepared to let others in the body of Christ test out your prophecies.

Be prepared to grow in the gift. When you fail, don't give up. It is easy for you to think something is worth doing or not at all, and to give up if it doesn't work. Satan wants you to give up,

When you receive a word of someone else, ask yourself if you love them. Check if you are meant to share the word with them, and if so check on when the appropriate time is.

Value the body of Christ. Work hard to develop normal relationships with others in the Body of Christ who you need to balance your own gift.

DISCOVER YOUR MOTIVATIONAL GIFTS

4. EXHORTER

Gifts in Building a Church

How can the diversity of gifts be used to grow the church? If a committee of each of the giftings were planning a new church, how would they do it?

The prophet would aim to ensure a Biblical standard in all teaching and activities of the church.

The server would be thinking about what activities of the church needed to be provided for.

The teacher focuses attention on ensuring a Bible-based ministry and plans for teaching of Sunday School and Youth.

The exhorter would be interested in how the church was going to win people, and in the development of counselling ministries.

The giver enables support for the building and development of the church's ministries.

The leader has the overall plan so that everything could be carried out smoothly.

The carer would make sure that while the church was being built they were growing a warm, caring, nurturing family.

Definitions

One who loves to bring others to Christ and to encourage them to live a victorious Christian life.

The Spirit's gift to bring comfort, direction and encouragement, and to make appeals for a commitment to the Lord.

The gift of exhortation is the special ability to minister words of challenge, comfort, consolation and counsel to others in such a way that they are helped and healed.

Exhortation comes from the Greek word 'parakaleo' to invite, exhort, encourage, challenge, appeal, implore, or comfort.

NT Examples

Peter [Gospels, Acts ch 2-5; 1 & 2 Peter]

Barnabas [Acts 4:36-37; 11:22-26]

Titus [2 Corinthians 7: 13-16]

Characteristics

1. The mouth of the body

Exhorters have a great facility of speech, in order to comfort, challenge, and encourage. They are the most dynamic and interesting speakers.

Exhorters are quick to speak out. They are the most convincing, and have the ability to sway a listener or an audience to their point of view.

They are skilled at interacting with an audience. They are able to relax and warm up an audience. They can use humour well. Peter was the most fluent of all the disciples in spoken communication, and that is why he was so often the spokesman for them.

Less extrovert exhorters still have fluency of speech but quietly in individual encouragement and counselling. Barnabas wasn't an up front person but he was recognised as an encourager. [Acts 4:36] Those with this gift have the danger of speaking out too quickly, as happened for Peter [John 18:15-18, 25-27]. They may also not be good listeners.

2. Encourages people to accept Christ and to grow spiritually

Exhorters have a clear aim to help others to live up to their full potential. Their joy is to be an instrument to help others become Christians, be filled with the Spirit, and to live victoriously.

They make good evangelists. This is the main gift for the person who is an evangelist. Peter clearly presented to the crowd at Pentecost the steps that the people should take. [Acts 2:38]. Barnabas in his more gentle way was also able to lead many people to the Lord. [Acts 11:24] Exhorters are the people in the church who most contribute to the growth in numbers of the church.

They generate enthusiasm. Their aim in teaching is for a greater commitment to the Lord, more holiness, and personal growth, in order to be ready to meet the Lord. [2 Peter 1:10-11]. The exhorter can more quickly than others discern a person's spiritual maturity. The exhorter needs to be careful to not get discouraged about other's seeming lack of enthusiasm.

3. Accepting of others

They generally accept others easily without judging them. They are able to see the potential in others, and encourage them to achieve it. Barnabas could see the potential in Paul. [Acts 11:25-26] The disagreement between Paul and Barnabas was over Barnabas's willingness to give Mark another go. [Acts 15:36-41]

Those with the motivational gift of exhortation are willing to get alongside those with difficulties. Peter went to Cornelius when he asked for help.

4. Take a positive attitude to life

Exhorters are good at encouraging others to take part in Christian activity or projects. They do not like strained relationships, and they will go to the other person to find out what is wrong, and to bridge the gap. Mature exhorters have learned that God gives special grace during trials. [1 Peter 1:6].

5. Desire to be transparent

Exhorters may openly share about their own life in order to encourage others, and love to use personal illustrations in conversation and preaching. Peter at first didn't want to have his feet washed, but once Jesus challenged him, Peter quickly changed his mind and wanted all of himself washed. [John 13:9]

6. Interested in application rather than theory.

Exhorters don't stop too long to think, but see quickly the things that need to be done, and put them into action.

When they encourage others, they encourage them to action. They prefer listening to sermons and reading Christian books that apply Christian principles to everyday life.

Exhorters make good group leaders, or worship leaders.

Decision making comes easily and quickly to exhorters. Peter was always the fastest to action. [John 18:10]. But they may fall down on lack of organisation. A danger for exhorters is that their emphasis on action oversimplifies the problem.

How to Grow in the Gift of Exhortation

Recognise that you can only encourage others as you are open to encouragement of the Holy Spirit [John 14:16]

Take time to learn. You will have far more to encourage others with as you are encourage yourself from the Word of God. [Romans 15:4-5]

Get alongside another person that the Lord leads you to. Pray for them, make friends with them, and see them through to a place of growth in their Christian lives.

The gift should be exercised in patience. Be patient with the slow progress of others [1 Thessalonians 5:14]

Be ready to help in situations of difficulty, such as speaking a word of comfort to someone recently bereaved, mediating on a church committee between opposing points of view, chatting with a young member who is rebellious, inviting a backsliding member back to church.

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5. GIVER

Witnessing Styles

When you are witnessing to others it will help if you can take a different approach to people depending on the motivational gift of the person you are witnessing to. Each person will have a different need:

A prophet is likely to see easily their need to repent and make salvation a deliberate choice of their will.

A server will be attracted by the good works of Jesus and be challenged by his need to do good works also.

A teacher will want to have his questions answered before he can make a decision.

An exhorter will be challenged by your testimony and the changes he sees in you.

A giver will be excited by the promise of the gospel and what is available for them.

A leader will examine the overall meaning of the gospel and the purpose for their life.

The carer will respond to the message of God's love and the love shown to them.

Definitions

One who loves to give time, talents, energy and finances to support others and advance the gospel.

The Spirit's gift to give regularly, generously and cheerfully to those in need.

The special ability to contribute their material resources to the work of the Lord with liberality and cheerfulness, regardless of economic resources.

The Greek word used in Roams 12 is `metadidomi' from meta, together, and didomi, to give or supply. So the meaning is to share with others. It is the way that givers give that helps us to see their motivational gift.

NT Examples

Matthew =Levi (all gospels)

Zacchaeus [Luke 19:1-10]

Mary of Bethany [John 11:1-12:8]

The poor widow [Mark 12:41-44]

Dorcas [Acts 10:1-31]

Cornelius [Acts 10:1-31]

Lydia [Acts 16:14,40]

Characteristics

1. Arms of the body

The giver is the arms of the body that is reaching out to both receive and give. The giver above all wants to give of themselves. The giver is the most spontaneous of all people. They are free and impulsive. They give a lot to life, and expect to receive a lot from life. They may be generous to a fault.

The giver gives the best they are able to give, because they see it as giving of themselves to the Lord. eg Mary of Bethany, Zacchaeus. They see themselves as vehicles for the Lord to use for the distribution of his resources, for they are convinced everything belongs to him.

Giving may be in the form of money or possessions, time and effort. Along with the servers they quickly volunteer to help where there is a practical need. Givers are very aware of blessings they receive. eg Mary of Bethany was open to sit at the feet of Jesus and to learn from him.

2. Welcoming and hospitable

Along with the server, they have the gift of hospitality. They are particularly welcoming of others. eg Martha and Mary. [John 11:21,32]. Zacchaeus welcomed Jesus into his home with great joy. [Luke 1-10]

3. Givers make friends easily

They are the kindest of all personalities. Givers make friends easily because to their ability to give themselves. eg Cornelius. Mary of Bethany had many friends who came to her when Lazarus died. [John 11:45] The giver loves to be personally involved in the giving rather than give to a budget. Givers desire to give to people rather than projects. The kindness of the giver is often expressed to children and also animals. St. Francis of Assisi is a good example of this.

4. Desire to give secretly

Particularly more introverted givers are very reluctant for others to know of their giving. Givers want their blessing to come from the Lord. [Matthew 6:3]. Of all the seven motivational gifts this is the one who is least likely to identify what their own gift is. Extraverted givers want to enjoy the good life, and of course share it with others, but introverted givers are likely to want to live a simple lifestyle. eg St. Francis.

5. They enjoy being in business

A giver's motivation is to see that others have the resources they need for the work of the Lord. also their desire to give themselves means that they make good sales-people. These abilities can be carried over into business, they make very good treasurers. However, because they tend to be impulsive they may not be very good organisers and planners. They tend to see things in terms of the present situation rather than future needs. A giver resists appeals to give, but receives guidance more often than others about who or how they should give. Matthew and Zacchaeus were both tax collectors before the Lord called them into higher service.

6. Able to motivate others to give.

Givers are able to see the blessing that comes from giving and desire others to share in that blessing. Matthew gospel has a lot of teaching that encourages people to a greater faith in giving themselves. eg parables of the sower, mustard seed and the hidden treasure. [Matthew ch13]

How to Grow in Giving

Any effective use of the gift of giving depends on having a genuine love for the Lord.

Remain open to the Holy Spirit and join in regular worship so that you receive as much as possible. You won't be able to give without receiving first.

Learn as much as you can about the needs of the church so that you can better evaluate the wisest use of your giving.

Because you are able to more quickly see the financial needs of others or of ministries, you need to share your insights with others in the Body of Christ.

You don't always have to give secretly, but give openly when appropriate in order to give glory to the Lord and encourage others.

Encourage others in their giving.

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6. LEADER

Don't Cry Over Spilt Food

People relate in their families according to their motivational gift. If someone dropped the dessert onto the floor, here is how each one of different family members representing the different gifts may react.

The prophet: "That's what happens when you're not careful!"

The server: "Oh let me help you clean it up." The teacher: "The reason that it fell is that it was too heavy on one side."

The exhorter: "Next time, let someone help you carry the plates."

The giver: "I'll be glad to get you another desert."

The leader: "John, would you get the mop; Sue, please help pick it up; Mary help me to make another desert."

The carer: "Don't feel too badly. It could have happened to anyone."

Definitions

One who loves to co-ordinate, facilitate, organise or lead others in Christian work.

The special ability to set and work for goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

The Greek word, `proistamenos', is literally `one who stands before', and `who has authority' (GNB), `leadership' (NIV), `he who rules' (KJV). A similar term is used in the list of gifts in 1 Corinthians 12:28, `kubernesis', translated as `administrator' (RSV & NIV), `to direct' (GNB), `governments' (KJV). In modern Greek a `kubernetes' is a pilot of an airliner or captain of a ship.

NT Examples

Paul: many verses in Acts and Paul's letters.

The Centurion (Matthew 8:5-13)

James, the brother of Jesus, (Acts 12:17; 15:13-21; 21:18; 1 Corinthians 15:7).

Characteristics

1. Head of the body.

The leader is goal or mission oriented. They like to work to clear goals, and see what they are doing as part of the mission that God has called them to. They are visionary people with a broad perspective. They love to see the whole perspective of the gospel. Leaders find joy in serving the needs of groups. They are also strategists. Leaders see the relevant issues clearly, and are ahead of other people in dealing with them. Paul was a visionary. He set goals for himself [Romans 1:14, Philippians 3:14]. He had a clear perspective of the enormous reach of the gospel [Ephesians 1:10]. He applied his vision to his own people [Romans 10:1; 11:1].

2. Determined and hard working.

Leaders give priority to the goal they set and single-mindedly put other things aside to achieve it. They have strong will-power. Once a decision is made, it is hard to convince leaders to change their mind.

They look forward to completing a task, while other motivational gifts need more immediate satisfaction. They want to see things completed as quickly as possible, yet are also able to stick at a job until it is completed, even if it takes a long time.

They are competitive, and will work hard to achieve what they have decided to do. This also makes them loyal to organisations they serve. The leader can have problems with stubbornness. They find it hard to work with those who are not as committed as they are. Paul and Barnabas (Acts 15:36-39). Philip and others tried to convince Paul that he should not go to Jerusalem, but they were unable to convince him (Acts 21:13-14).

3. Thrive on difficulties

Leaders get criticised. But when a leader commits himself to a task he is willing to endure much

opposition and difficulties because of the importance of the task. Paul suffered tremendous opposition, and was willing to continue on. [Philippians 1:28]

4. Recognises authority

Leaders understand, honour and respect authority structures. eg. The centurion [Matthew 8:8-9] Administrators want to know how much authority they have and what they do not have, and respect those limits.

Out-going leaders will stretch the limits to what leadership they want to express. Paul recommended to people to accept the authority of leaders: of the church [1 Thessalonians 5:12], state [Romans 13:1-7], employer [Ephesians 6:5-8], and parents [Ephesians 6:1-3]. He was quick to point out how own authority as an apostle, and understood where the authority came from and it's limits. [Galatians 2:8-10].

5. An initiator

They see the lack of direction in any group or organisation before others. They will most naturally step in and take charge.

The leader is first forward when there is a planning meeting, to express their ideas. Because the leader is an initiator they may not be very happy with staying with a project for a long time once it is underway. They are happy to delegate tasks to others.

Leaders make good builders, entrepreneurs, church planters, or missionaries. An extrovert leader will be happy with being up front, but an introvert leader will see that they can equally well initiate new ideas and projects from behind.

Paul sees himself as the one who plants the seed of the gospel, while Apollos watered the plant [1 Corinthians 3:6,10] He also gives another picture of laying the foundation so that others can build upon it.

6. Organisers

Leaders are able to see the need for and assemble the resources available that are required to reach a goal. They see the decisions to be made, the people to be approached, finance required, and procedures to be followed.

They love orderly procedures. [1 Corinthians 14:40]. Paul gave detailed instructions to Timothy and Titus for running the church. Leaders value harmony and efficiency between people. They can break down a large task into smaller units to make them more achievable. Leaders need to be careful they don't put projects ahead of people, and overlook people's real needs.

How to grow the gift of leadership

The foundation for leadership is a strong commitment to the Lord.

Don't think that you will never be good enough to be a leader. Leaders usually think that.

The best way to learn leadership is to be under leadership. An effective Christian leader needs to learn how to be a servant first of all because that is the main quality of leadership [John 13:12-17]

Make use of some of the many opportunities of leadership that present themselves in the church or community.

Don't drive oneself and neglect personal spiritual needs, or the needs of family.

Men and women gifted to be Christian leaders need to have exemplary personal lives if they are to be trusted. [1 Timothy 3:1-13].

DISCOVER YOUR MOTIVATIONAL GIFTS

7. CARER

Hospital Visiting

If seven Christians representing each of the motivational gifts visited a sick person in the hospital, here is what each one might say, based on the perspective of their gift.

Prophet: "What is God trying to say to you through this illness? Is there some sin you haven't confessed. "

Server: "Well, I have brought your mail in, fed your dog, watered your plants and washed your dishes."

Teacher: "I've done some research on your illness and I believe I can explain what's happening."

Exhorter: "Make the most of your time here, and make sure you have a good rest, and in no time you'll be better."

Giver: "Would you like some chocolate cake? I know that is your favourite."

Leader: "Don't worry about a thing. I've assigned your job to four others in the church."

Carer: "I was so upset when I learnt that you were sick. How do you feel now?"

Definitions

One who shows compassion, love and care to those in need.

The special ability to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully done deeds which reflect Christ's love and alleviate the suffering.

From the Greek, *eleos*, mercy. The overwhelming majority of uses refer to the mercy of God towards us, but in some significant examples, of our mercy towards each other. In the account of the Good Samaritan, Jesus asked the teacher of the law, "*Which one acted like a neighbour?*" The man replied, "*The one who showed mercy to him.*" [Luke 10:37] Mercy here is caring for the person who is less fortunate, and unable to help themselves.

New Testament Examples

The Good Samaritan [Luke 10: 25-27]

Mary, the mother of Jesus [Luke 1:46-58;

John 2:1-5; John 19:25-27]

Mary Magdalene [Matthew 27:55-56]

Luke 8:2-3; John 20:1,11-18.]

John the Apostle (gospel and letters of John)

Characteristics

1. The heart of the body.

Those with the gift of caring, are ruled by their heart rather than their head. Feelings are more important to them than reasoning things out. Carers are able to give and need to receive love more than any other of the motivational giftings. It is also important to the carer that love is expressed in action. John used the word 'love' more than any of the other gospel writers. In his letters love is also the main theme. John sees 'God is love' [1 John 4:8,16]. In his gospel, John emphasises the caring fatherhood of God.

2. Have a great concern for people who are distressed.

They are natural burden bearers, carrying the problems and worries about other people on their heart. They easily follow Paul's injunction "be happy with those who are happy and weep with those who weep." [Romans 12:15]. Mary Magdalene was the one who cried when she discovered the empty tomb. Out of her caring for Jesus, she was affected by his loss.

While on the cross, Jesus gave John the responsibility of his distressed mother, knowing him to be a caring person [John 19:26]. The carer needs to be careful about bearing burdens in their own strength, as this can be a drain on their emotional and spiritual strength.

3. A need for deep friendship.

That carer views friendship as a deep sharing of love. The carer is not able to have many friends

like this because of the time it takes. Because of their sensitivity, the carer can be easily hurt, if they are spurned. John and James asked Christ if they should call down fire from heaven and consume the Samaritans who rejected him. [Luke 9:54]. John established a very close relationship with Christ. Jesus confided in him at the last supper [John 13:22-26]. He refers to Himself as the 'disciple whom Jesus loved' [John 13:23; 19:26; 20:2; 21:7,20].

The carer needs to develop a love relationship with Christ as the prime relationship, and be careful that other friendships do not take the place that only Jesus should have. Carers make good counsellors. But they need to always work in counselling with another person, particularly if it is a person of the opposite sex, because their deep feelings for the other person may be misinterpreted.

4. Emotional and spiritual sensitivity.

They are the most sensitive of all the gifts to the feelings and needs of others. They generally look for the good things in other people and are non-critical of them. John picks up more than the other gospels the way Jesus was able to see the good in people. He discerned what Nathanael was like [John 1:47], and also the woman at the well [John 4:29].

5. Likes sharing and working with others.

The carer doesn't like working on their own, but with another person or group. Their openness to others makes them delightful and easy people to work with. John spent a lot of time with Peter. [Luke 22:8; Acts 3:1-11; 4:13-19; 8:14]

6. Avoids conflicts and confrontations.

One thing that a carer hates is a conflict. They are the peacemakers, and want to see the body of Christ functioning in love. They don't want to hurt the parties on either side of a conflict, and they want to see the good in each argument. They find it difficult to see the importance of some doctrinal issues for this reason.

Carers find it hard to be firm with disciplining others because they don't want to offend other people. John is convinced that anyone who hates his brother cannot be a Christian [1 John 3:15].

7. Creative.

They are the most spontaneously creative of the giftings. They tend to do things on the spur of the moment. They love music, art and poetry. They tend to look for beauty in worship. Mary the mother of Jesus, burst out into a creative song of praise when Elizabeth greeted her [Luke 1:46-56]. The carer lives very much for the present and may find it difficult to plan for the future.

They are intolerant with rules and regulations, and are able to break through social barriers and customs to express their love. eg the Good Samaritan.

How To Grow in the Gift of a Carer

Since caring is a gift of the Holy Spirit, you need to be open to experiencing the love of God to be the foundation of your caring.

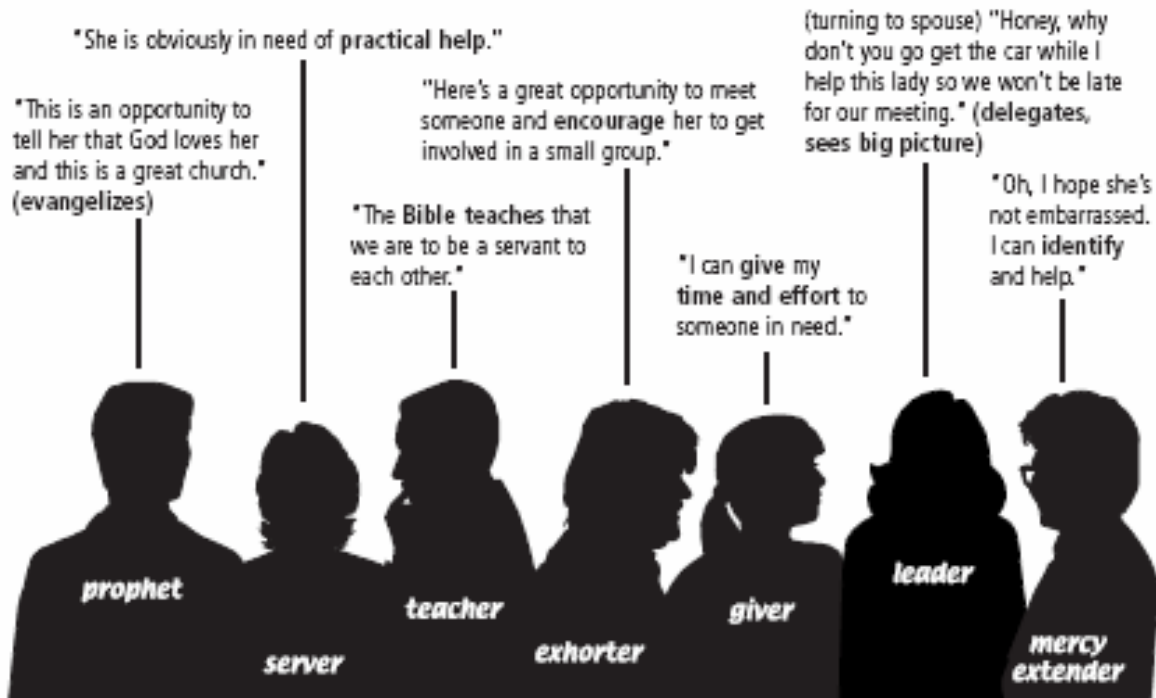
Learn how to deal with bitterness and unforgiveness, fear and worry, as these can be the biggest blocks to your ability to love others in Jesus' name.

Accept that there is the need of wisdom in how you care for people, as you can't meet everyone's needs.

Learn some of the skills of caring, whether it is in counselling, visiting, or learning about the specific problems that people face.

Express your availability to be a carer to the leadership of the church, so that your gift can be matched up with needs that the church is aware of.

It is almost impossible to tell what is motivating someone else to do something. It is dangerous to label someone's Motivational Gift based only upon their actions. Here is a scenario that illustrates that point.
A woman hurries across your church parking lot, her arms loaded with papers. She suddenly stumbles and the papers go flying. Anyone would rush over to help her, but the motivation behind why might be different for each of us. Compare each answer to the "needs met" column on the chart for further insight.



This reminds us that we can't read minds. Be very hesitant to tell people what you think their gifts are, even if they are asking for your opinion. You could, however, offer observations on their character and encourage them to weigh the motivation behind their actions.

Why only seven gifts? Can God really cover all the needs of the body of Christ with seven gifts? Remember, seven is the number of perfection. While researching this workbook I found an excellent book called *Discover Your God Given Gifts* by Don & Katie Fortune.³ With all due credit I would like to borrow two of their illustrations that describe and define Motivational Gifts very nicely. Keep this page marked because this chart and the illustration below are great for quick reference as we learn more about Motivational gifts.

GIFT	DEFINITION	NEEDS MET	WHAT IT DOES
PROPHET	Declares the will of God	Spiritual	Keeps us centered on spiritual principles
SERVER	Renders practical service	Practical	Keeps the work of ministry moving
TEACHER	Researches and teaches the Bible	Mental	Keeps us studying and learning
EXHORTER	Encourages spiritual and personal progress	Psychological	Keeps us applying spiritual truths
GIVER	Shares assistance from available resources	Material	Keeps specific needs provided for
LEADER	Gives leadership and direction	Functional	Keeps us organized & increases our vision
MERCY EXTENDER	Provides personal and emotional support	Emotional	Keeps us in right attitude & relationships

1 Peter 4:11 divides Spiritual Gifts into two parts—speaking gifts and serving gifts. From the shoulders up you have the speaking gifts. The rest of the body represents the serving gifts. See if you can match each Motivational Gift with the part of the body that would best represent it.

prophecy

serving

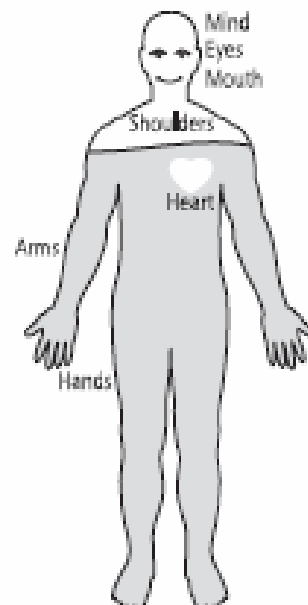
teaching

exhorting

giving

leading

showing mercy



Consider these possibilities. Prophets are perceivers and see God's will. Servers use their hands to meet practical needs. Teachers not only use their mind, but seek to see others expand their knowledge. Exhorters usually enjoy speaking with and getting to know individuals so they can encourage them to grow. Givers do so liberally with arms loaded. Leaders shoulder the responsibility and the organization skills that are needed to get things done. Mercy extenders feel with their whole heart the joy and pain of those around them. For those parts above the shoulders an ability to communicate well is almost essential to the gift. The other gifts focus more on doing.

DISCOVER YOUR MOTIVATIONAL GIFTS

THE LAST WORD

Try this test again in a few years time to see if your gifting has changed. God hasn't put you in a box with labels all over it. You can change!

All Christians have motivational gifts. If you still have not found yours, don't give up.

Dedication must come before gifting. In Romans 12: 1-2, you are urged to present yourself to the Lord, then you will know the Lord's will about your gifts. So give yourself fully to Jesus by accepting him as your Lord and Saviour before you try to find your gifts.

This is your self evaluation, so it is not the final word on your gifting. You need the results of using your gift and the encouragement of other members of the body of Christ to confirm your gift.

Do not expect to score highly in all gifts. It is likely you will be strongest in one area, with lesser gifting in the other areas.

As you gain spiritual maturity and experience, your scoring may change because your gifting can grow as you know the Lord's will for yourself better.

There is no pass or fail. The level of scoring does not compare with anyone else.

The level of scoring does not reflect level of skill, as this requires training and experience as well as gifting.

Use your gifts, and they will grow to become skills as well as gifts. If you don't use them they will atrophy. Remember Paul's warning to Timothy, *"I remind you to keep alive the gift that God gave you when I laid hands on you."* [1 Timothy 1:6]

Take time to thank God for his gifts for you.

Try out the test on all the members of your family, or your study or fellowship group, to help you understand each other better and relate better to each other. See if you can work out the strongest gifting in your group.

Acknowledgments

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