



Motivational Gifts

Liesel de Beer, 19 February 2012

Place Your Life Before God

So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don't become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you. I'm speaking to you out of deep gratitude for all that God has given me, and especially as I have responsibilities in relation to you. Living then, as every one of you does, in pure grace, it's important that you not misinterpret yourselves as people who are bringing this goodness to God. No, God brings it all to you. The only accurate way to understand ourselves is by what God is and by what he does for us, not by what we are and what we do for him.

In this way we are like the various parts of a human body. Each part gets its meaning from the body as a whole, not the other way around. The body we're talking about is Christ's body of chosen people. Each of us finds our meaning and function as a part of his body. But as a chopped-off finger or cut-off toe we wouldn't amount to much, would we? So since we find ourselves fashioned into all these excellently formed and marvellously functioning parts in Christ's body, let's just go ahead and be what we were made to be, without enviously or pridefully comparing ourselves with each other, or trying to be something we aren't. If you preach, just preach God's Message, nothing else; if you help, just help, don't take over; if you teach, stick to your teaching; if you give encouraging guidance, be careful that you don't get bossy; if you're put in charge, don't manipulate; if you're called to give aid to people in distress, keep your eyes open and be quick to respond; if you work with the disadvantaged, don't let yourself get irritated with them or depressed by them. Keep a smile on your face.

Love from the center of who you are; don't fake it. Run for dear life from evil; hold on for dear life to good. Be good friends who love deeply; practice playing second fiddle. Don't burn out; keep yourselves fuelled and aflame. Be alert servants of the Master, cheerfully expectant. Don't quit in hard times; pray all the harder. Help needy Christians; be inventive in hospitality. Bless your enemies; no cursing under your breath. Laugh with your happy friends when they're happy; share tears when they're down. Get along with each other; don't be stuck-up. Make friends with nobodies; don't be the great somebody. Don't hit back; discover beauty in everyone. If you've got it in you, get along with everybody. Don't insist on getting even; that's not for you to do. "I'll do the judging," says God. "I'll take care of it."

Romans 12:3-18

Romans 12:6-8 In His grace God has given us each a gift that will motivate us to service in the church.

We received seven motivational gifts:

1. Prophecy (Perceiver) is found in **Romans 12:6**. It comes from the Greek word *propheteia* (4394) that means an inspired speaker.

Other titles are:

Spokesman, Speaker, Declarer, Preacher, Inspired teacher, Inspired speaker, Prophet

Characteristics:

Exhorting, Instructing, Proclaiming, Warning, Judging, Sensitive, Discern God's plan, Seeing right or wrong.

One who clearly perceives the will of God.

2. Server is found in **Romans 12:7**. It comes from the Greek word *diakonia* that means to be an attendant or a minister, to use the office of deacon and relief.

Other titles are:

Servant, Volunteer, Finisher, Worker, Follower, Doer.

Characteristics:

Practical, Observes other's needs, Meticulous, Organized, Detailed, Loves to entertain, one who loves to serve others.

3. Teacher is found in **Romans 12:7**. It comes from the Greek word *didasko* or *didasklia* (1321,1319) to teach or to give instruction.

Other titles are:

Researcher, Lecturer, Instructor, Good communicator, Presenter, Preparer

Characteristics:

Logical Systematic, Searching out and validating truth, Loves to research, read and study, Checking out facts, Objective, Factual

One who loves to research and communicate truth.

4. Exhorter is found in **Romans 12:8**. It comes from the Greek word *paraklesis* or *parakaleo* (3870,3874) a calling to one's side to aid.

Other titles are:

Encourager, Inspirer, Helper, Builder of people, motivator, "People" person, Counsellor, Opportunist, Encouraging guidance.

Characteristics:

Edifying, Encouraging, Uplifting, Expectant, Vibrant, Positive.

One who loves to encourage others to live a victorious life.

5. Giver is found in **Romans 12:8**. It comes from the Greek word *metadidomi* (3330) to give over, share or impart.

Other titles are:

Steward of God's resources, Financial manager, Delegate finances and resources, Supporter, Volunteer, Contributor, give aid to people in distress.

Characteristics:

Generous, Loving, Resourceful, Hospitable, Frugal, Careful.

One who loves to give time, talent, energy, and means to benefit others and advance the Gospel.

6. Administrator is found in **Romans 12:8**. It comes from the Greek word *proistemi* (4291) that means to stand before, to be over, to rule, to maintain, to practice or to preside.

Other titles are:

Leader, Director, Overseer, Ruler, Facilitator, Organizer, Pioneer, Visionary.

Characteristics:

Thorough, Objective, Responsible, Organized, Goal-oriented, Efficient.

One who loves to organize, lead or direct.

7. Compassion person: is found in **Romans 12:8**. It comes from the Greek word *eileo* (1653) to compassionate by word or deed (by God's grace), have compassion, pity on, have (obtain, receive, show) mercy (on).

Other titles are:

Comforter, Counsellor, Helper, Mercy giver, Feeler, Builder of broken relationships.

Characteristics:

Cheerful, Practical, Personal, Emotional, Joyful.

One who shows compassion, love, and care to those in need. Works with the disadvantaged.

A study conducted revealed the following percentage of people who have each gift:

Perceiver	12%
Giver	6%
Server	17%
Administrator	13%
Teacher	6%

Compassion	30%
Exhorter	16%

Imagine the human body and each gift corresponding to a body part:

- Perceiver, the eye of the body (Mt. 13:16)
- Server: the hands of the body (Pr. 31:20)
- Teacher: mind of the body (Acts 17:11)
- Exhorter: mouth of the body (Acts 13:15)
- Giver: Arms of the body (Luke 1:51)
- Administration: Shoulders of the body (Isaiah 9:6)
- Compassion: Heart of the body (2 Thess. 3:5)

There are two distinctions within the seven gifts. Four are speaking gifts and three are serving gifts.

You can now release yourself from self-imposed guilt for not measuring up. It is important for us to realize these gifts are not that we deserve it, but USE it! Our individual gift colours all we see .

If your scores are close, it could be because:

- Motivational gift may have been squelched in childhood or are being hindered by some present circumstance.
- Your self-image may be so poor you're unable to get in touch with your underlying personality.
- Your current employment influences your involvement rather than your innate giftedness.
- You may be trying to be something you're not – or trying NOT to be something you ARE.
- You may indeed have two motivational gifts.

Now, let us go forth and LIVE OUR GIFTS!

Administrator

The administrator is a born leader. He is a facilitator, organizer, ruler, leader, superintendent. They love a challenge and love to dig in and develop anything they're in charge of – organizing an office, setting up a committee or developing a project. To be successful, he needs to know a little about a lot. They like long range projects. They are effective communicators using charts, outlines and graphs.

Administrators respect authority structures – love those org charts – and will never deliberately usurp authority. A mom who has this gift has neat chore charts on her refrigerator and the household functions smoothly, usually! An administrator can easily see what jobs need to be done and seems to know who can do them well. They tend to be very enthusiastic people-people and because they are in the spotlight organizing things, they can get a lot of criticism – Occupational hazard! Instead of criticizing them, we should pat them on the back, and they will most likely redirect the focus of credit to the whole team.

Administrators, because they have so many tasks to do, constantly write notes and make lists. When the project is over, they want to move onto the next project – routine work or tasks are not challenging.

Perfect Biblical example is Joseph:

- Is highly motivated to organize that for which he's responsible.
- Expresses ideas and organization in ways that communicate clearly.
- Prefers to be under authority in order to have authority.
- Will not take responsibility unless delegated by those in authority.
- Will assume responsibilities if no specific leadership exists.
- Especially enjoys working on long-range goals and projects.
- Is a visionary person with a broad perspective.
- Easily facilitates resources and people to accomplish tasks or goals.
- Enjoys delegating tasks and supervising people.
- Will endure criticism in order to accomplish the ultimate task.
- Has great zeal and enthusiasm for whatever he is involved in.
- Finds greatest fulfilment and joy in working to accomplish goals.
- Is willing to let others get the credit in order to get a job done.
- Prefers to move on to a new challenge once something is completed.
- Constantly writes notes to self.
- Is a natural and capable leader.
- Knows when to keep old methods going and when to introduce new ones.
- Enjoys working with and being around people.
- Wants to see things completed as quickly as possible.

- Does not enjoy doing routine tasks.

Possible Issues:

- Becomes upset when others do not share the same vision or goals.
- Develops outer callousness due to being a target for criticism.
- Can regress into using people to accomplish own goals.
- Tends to drive self and neglect personal and family needs.
- Neglect routine home responsibilities due to intense interest in "job."

Compassion Person

What the world needs now, is LOVE, sweet LOVE. Perhaps because so many people are hurting is why God created so many people with the gift of compassion. They are typically cheerful and joyous, and the more opportunity they have to give love, the greater fulfillment they feel. They have built-in blinders keeping them from seeing bad things in others – they're very non-critical. Because they are trustworthy, they expect others to be so, also. They are very sensitive to the emotional status of others since they are good at reading body language. 75 to 85% of human communication is nonverbal.

They compassion people and are the ones who bring home stray dogs and lost kitties when they were kids. They grieve over broken relationships and therefore are peacemakers. The compassionate extends thoughtfulness to relationships and put a lot into friendships. It's more difficult for men, in our society, to exhibit this gift. Often called sissies because they will back off from a fight, and heaven forbid, to show tears as an emotion! So, while this is potentially the most beautiful gift, it is also the most emotionally destructive. Because the heart is so open to others, when betrayed, there is virtually no protection, no shell, no tough hide to deflect the attack. To the extreme, if they empathize too much with the suffering of others, they can be ineffective in ministry.

Biblical story of the compassion gift is Jesus story about the Good Samaritan:

- Has tremendous capacity to show love.
- Always looks for good in people.
- Senses the spiritual and emotional atmosphere of a group or individual.
- Is attracted to people who are hurting or in distress.
- Takes action to remove hurts and relieve distress in others.
- Is more concerned for mental and emotional distress than physical distress.
- Is motivated to help people have right relationships with one another.
- Loves opportunities to give preference or place to others.
- Takes care with words and actions to avoid hurting others.
- Easily detects insincerity or wrong motives.
- Intercedes for the hurts and problems of others.
- Loves to do thoughtful things for others.
- Is trusting and trustworthy.
- Avoids conflicts or confrontations.
- Doesn't like to be rushed in a job or activity.
- Is typically cheerful and joyful. Is ruled by the heart rather than head.
- Rejoices to see others blessed and grieves to see others hurt.
- Is a crusader for good causes.
- Is drawn to others who easily show their love and emotions.

Possible Issues:

- Tends to be indecisive.
- Is often prone to take up another person's offence.
- Is easily hurt by others.
- Empathizes too much with the suffering of others.
- Affectionate nature is often misinterpreted by opposite sex.

Exhorter/Encourager

If a teacher aims for your head, the exhorter aims for your heart! All the efforts are geared toward edifying and encouraging other people. Even though many speakers in the pulpit are called teachers, there is a high probability they are exhorters. Exhorters think with their mouth! Note of caution: research is not an exhorter's cup of tea. They want more "act" and less "fact"! They are people people. An exhorter learns more from life's experiences than finding it or researching it in scripture.

Exhorters are the most gifted in counselling, because others detect their caring concern, interest in helping and their approachability. Other successful occupations for exhorters are teachers, preachers or supervisors. Since exhorters are so

positive, people like to be around them. They don't see extremes at all, and see people in need as an opportunity to help them walk in the right direction. An exhorter believes it is not enough to just know the Word, but to live the Word.

Biblical exhorters are Peter, Titus and Aaron:

- Loves to encourage others to live victoriously.
- Wants a visible response when teaching or speaking.
- Prefers to apply truth rather than research it.
- Prefers systems of information that have practical applications.
- Loves to prescribe precise steps of action to aid personal growth.
- Focuses on working with people.
- Encourages others to develop in their personal ministries.
- Finds truth in experience and then validates it with Scripture.
- Loves to do personal counselling.
- Will discontinue personal counselling if no effort to change is seen.
- Is fluent in communication.
- Views trials as opportunities to produce personal growth.
- Accepts people as they are without judging them.
- Is greatly loved because of their positive attitude.
- Prefers to witness with life rather than verbal witnessing.
- Makes decisions easily.
- Always completes what is started.
- Wants to clear up problems with others quickly.
- Expects a lot of self and others.
- Needs a "sounding board" for bouncing off ideas and thoughts.

Possible Issues:

- Tends to interrupt others in eagerness to give opinions or advice.
- Will use Scripture out of context in order to make a point.
- May be "cut-and-dried" in prescribing steps of action.
- Is outspokenly opinionated.
- Can become overly self-confident.

Giver

When it comes to the use of resources, the giver is unique. They do it with simplicity, sincerity and liberality. Giving is far more than just monetary – it is of anything else they possess with no strings attached and no ulterior motives. Givers do not want acclaim or credit – in fact they will go to great lengths to assure others do not find out about their giving. You know those engraved plaques at the library that doesn't work for a TRUE giver! A giver wants to give the very best. They are generous to the point of being lavish. Because a giver does not want to squander resources, they will research a ministry prior to giving to be sure it advances Gods Will effectively, and overhead and administration aren't taking too much of a chunk of the donations.

Occupations:

Great treasurers, bookkeepers and accountants. As a kid, had corner lemonade stands and passed out homemade business cards to baby sit or mow yards!

Biblical Giver – Abraham & King Solomon

- Contributes freely of money, possessions, time, energy, and love.
- Loves to help without others knowing about it.
- Wants to feel a part of the ministries to which he contributes.
- Intercedes for needs and the salvation of souls.
- Feels delighted when his contribution is an answer to specific prayer.
- Wants contribution to be of high quality or craftsmanship.
- Contributes only by the leading of the Holy Spirit
- Contributes to support and bless others or to advance a ministry.
- Views hospitality as an opportunity to help.
- Handles finances with wisdom and frugality.
- Quickly volunteers to help where a need is seen.
- Seeks confirmation on the amount to contribute.
- Has strong belief in tithing and in giving in addition to tithing.
- Focuses on sharing the Gospel.
- Believes God is the Source of his supply.
- Is very industrious with a tendency toward success.

- Has natural and effective business ability.
- Likes to get the best value for the money spent.
- Is definitely not gullible.
- Possesses both natural and God-given wisdom.

Possible Issues:

- May try to control how contributions are used.
- Tends to pressure others to give.
- May upset family and friends with unpredictable patterns of giving.
- Tends to spoil own children or other relatives.
- May use financial giving to get out of other responsibilities.

Perceiver

What is a perceiver? It is NOT about prediction, but the inspired delivery of warning, exhortation, instruction, judging and making manifest the secrets of the heart. A perceiver is especially sensitive to perceiving the will of God, then proclaiming it. So, a perceiver is one who readily perceives, prays about, proclaims, and promotes the will of God. A perceiver seldom says, “maybe”, they tend to answer yes or no! They tend to have extremes in feelings, actions and words.

A good word of advice to perceivers is, be slow to speak and quick to pray. Since they “see” many things that are not in Gods will, they can become negative criticizers or obnoxious meddlers if they don’t take these issues to prayer. Since perceivers have an opinion on just about everything, they may need to take care to present their opinions gently. Perceivers are honest to a fault – integrity is their byword. They recognize the importance of obedience and the opposite is in their estimation, rebellion. A perceiver’s job is not to change others, but deliver the message.

A Biblical figure with this gift is John the Baptist. He was a spokesman for righteousness and just causes without regard for public esteem or his own advantage.

- Quickly and accurately identifies good and evil and hates evil.
- Sees everything as either black or white; no gray or indefinite areas.
- Easily perceives the character of individuals and groups.
- Encourages repentance that produces good fruit.
- Believes the acceptance of difficulties will produce positive personal growth.
- Has only a few or no close friendships.
- Views the Bible as the basis for truth, belief, action, and authority.
- Boldly operates on spiritual principles.
- Is frank, outspoken, and doesn't mince words.
- Is very persuasive in method of speaking.
- Grieves deeply over the sins of others.
- Is eager to see his own blind spots and to help others see theirs too.
- Desires above all else to see God's plan worked out in all situations.
- Strongly promotes the spiritual growth of groups and individuals.
- Is called to intercession.
- Feels the need to verbalize or dramatize what he "sees."
- Tends to be introspective.
- Has strong opinions and convictions.
- Has strict standards.
- Desires to be obedient to God at all costs.

Possible Issues:

- Tends to be judgmental and blunt.
- Forgets to praise partial progress due to goal consciousness.
- Is pushy in trying to get others and groups to mature spiritually.
- Is intolerant of opinions and views that differ from his own.
- Struggles with self-image problems.

Servers

A server receives joy in helping, assisting, carrying out instructions, and being useful in a wide variety of ways. A server can spot a need a mile away. They tend to have the greatest dexterity, the ability to work well with their hands in artistic endeavours, carpentry, plumbing, sewing, cooking, etc. They are often not interested in college but prefer trade schools, beauty or art schools or other technical training. Servers are very organized. They can’t stand clutter or dirt – their breakfast dishes are done, beds made and laundry folded by 9:00 am.

Remember moms, you are no less of a person if you don't "flow in this gift". Perhaps if you're an administrator, you can delegate these tasks! And, if you're a male server, the tools in your garage will be arranged neatly on your neatly custom made peg board, with the floor neatly swept daily, neatly... well, you get the idea! Servers prefer short-term projects and you can be sure they will finish what they start.

Like the Biblical example of Martha – she found delight in serving and was frustrated that her sister, Mary didn't jump in to help her. (Luke 10)

- Easily recognized practical needs and is quick to meet them.
- Especially enjoys manual projects, jobs, and functions.
- Keeps everything in meticulous order.
- Is a detail person with a good memory.
- Enjoys showing hospitality.
- Will stay with something until it is completed.
- Has a hard time saying no to requests for help.
- Is more interested in meeting the needs of others than own needs.
- Enjoys working on immediate goals rather than long-range goals.
- Shows love for others in deeds and actions more than words.
- Needs to feel appreciated.
- Tends to do more than asked to do.
- Feels greatest joy in doing something that is helpful.
- Does not want to lead others or projects.
- Has a high energy level.
- Cannot stand to be around clutter.
- Tends to be a perfectionist.
- Views serving to be of primary importance in life.
- Prefers doing a job to delegating it.
- Supports others who are in leadership.

Possible Issues:

- Is critical of others who do not help out with obvious needs.
- May neglect own family's needs by being too busy helping others.
- May become pushy or interfering in eagerness to help. 4 Finds it hard to accept being served by others.
- Is easily hurt when unappreciated.

Teacher/Researcher

A researcher, or teacher may do their teaching through writing papers, books, rather than in person. If you attend a seminar led by a teacher, your notes will make total sense afterwards because it will be systematic and logical. Exhorters are the most "popular" teachers, but you may find you've listened for an hour and only have one point written down! Researchers want to SEARCH OUT the truth, they want to be sure what they believe is based on fact.

A teacher views misuse of facts as abuse! Typically, teachers have a large personal library of research books. Teachers are objective people and look at life with a certain detachment or insulation factor. Occupations for teachers may be research scientists, business analysts or judges. In ministry, teachers keep a low profile – aggressive types of evangelism are not appealing to a teacher. Now, once a person is a believer, the teacher will spend HOURS joyfully teaching the newby. Some people have emotional ups and downs, the teachers mood swings look more like the horizon – they are highly analytical.

Biblical example of a teacher is Thomas. He is famous for his doubting, but was just operating in his gift of wanting to know the facts before he believed!

Luke is also an example of a teacher. He wrote the most systematic account of the life of Jesus.

- Presents truth in a logical, systematic way.
- Validates truth by checking out the facts.
- Loves to study and do research.
- Enjoys word studies.
- Prefers to use biblical illustrations rather than life illustrations.
- Gets upset when Scripture is used out of context.
- Feels concerned that truth be established in every situation.
- Is more objective than subjective.
- Easily develops and uses a large vocabulary.
- Emphasized facts and the accuracy of words.

- Checks out the source of knowledge of others who teach.
- Believes truth has the intrinsic power to produce change.
- Feels Bible study is foundational to the operation of all the gifts.
- Solves problems by starting with scriptural principles.
- Is intellectually sharp.
- Is self-disciplined.
- Is emotionally self-controlled.
- Has only a select circle of friends.
- Has strong convictions and opinions based on investigation of facts.
- Prefers teaching believers to engaging in evangelism.

Possible Issues:

- Tends to neglect the practical application of truth.
- Is slow to accept viewpoints of others.
- Tends to develop pride in intellectual ability.
- Tends to be legalistic and dogmatic.
- Is easily sidetracked by new interests.

Summary

Perceiving is your Gift:

- You are a solution specialist in the field of righteousness.
- You have the extraordinary ability to discern and proclaim truth.
- You have the ability to quickly and accurately discern good and evil and the ability to reveal truth for understanding, correction, or edification

Serving is your Gift:

- You are a solution specialist in the field of needs.
- The extraordinary ability to identify the unmet needs involved in a task and to make use of available resources to meet those needs and help accomplish the task at hand.
- You have the ability to elevate any need for another (without concern or desire for rank or recognition) that will help or free that person to work more effectively.

Teaching is your Gift:

- You are a solution specialist in the field of communication and understanding.
- You have the extraordinary ability to instruct, clarify, elucidate, illuminate, simplify, and to illustrate for the sake of communication and understanding. You discern, analyze, and deliver information and truth so that others will learn.

Encouraging is your Gift:

- You are a solution specialist in the field of relationships.
- You have the God-given ability to minister words of comfort, consolation, encouragement, and counsel in such a way that others feel helped and healed.

Giving is your Gift:

- You are a solution specialist in the field of resources.
- You have the ability to manage your resources of income, time, energy, and skills to exceed what is considered to be a reasonable standard for giving

Administrator/Leader is your Gift:

- You are a solution specialist in the field of leadership
- The God-given ability to set goals in accordance with God's purpose for the future and to communicate these goals to others in a way that they harmoniously work together for greater glory.

Mercy is your Gift:

You are a solution specialist in the field of compassion. The extraordinary ability to feel and to act upon genuine empathy for others who suffer distressing physical, mental, emotional social and spiritual pain.