



Lesson 3: Your Gifting  
*Your Motivational Gifts & How They Work*

Now you collectively are Christ's body and [individually] you are members of it, each part severally and distinct [each with its own place and function.]

- 1 Corinthians 12:27 -

## **Lesson 3: Your Gifting** ***Your Motivational Gifts & How They Work***

### **I. WHAT YOU WILL LEARN IN THIS CLASS**

- Further Keys to Leading and Serving
- Motivational Gifts
- Taking the Motivational Gifts Assessment
- Examples of How the Motivational Gifts work
- Filling out the Places of Service Sheet

### **II. FURTHER KEYS TO LEADING AND SERVING**

*“Now you collectively are Christ’s body and [individually] you are members of it, each part severally and distinct [each with its own place and function.]”*  
1 Corinthians 12:27

It is important to prayerfully consider some relevant questions about your gifts – both in the “motivational” gifts or “gifts of service” as those in Romans 12, and also the gifts of the Holy Spirit as listed in 1 Corinthians 12 – 14.

We all have individual callings and gifts that have been given by God’s grace. These are designed to work together with the gifts and callings of others to build the Kingdom of God. Some are called to be “equippers” as in Ephesians 4:11 – the apostle, prophet, evangelist, pastor, and teacher. There is a sense in which these ministers are not only believers equipped with, and making use of, their particular gifts, but that *they themselves* – that is, their lives of service and teaching and impartation are gifts to the body of Christ.

The gifts of service – such as those found in Romans 12 – enable every believer in their tasks and responsibilities as they function in and through the local church. Not everyone is called to the service of teaching and preaching, but all have differing gifts and enablement’s God wants us to use for the advancement of the gospel and the Kingdom of God.

As you begin to seek the Lord for wisdom and understanding in your own areas of gifting and calling, you will begin to discover part of God’s plan for your personal places of service. Knowing your areas of gifting will also help to motivate you to fulfill your calling and purpose both individually and as a part of the local church.

We become more effective \_\_\_\_\_ through recognizing, supporting, and understanding the importance of the gifts and talents God has deposited in ourselves and others who serve the Lord alongside us.

Ask yourself the following questions:

- What are my particular areas of gifting?
- What are my areas of interest?
- Where do I fit or what areas can I serve in?
- Do I meet the biblical qualifications for leadership and service?

As mentioned earlier, all ministry and leadership is actually servant hood.

To \_\_\_\_\_ is to \_\_\_\_\_.

*“For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” Mark 10:45*

All of us are \_\_\_\_\_ or servants.

*“Who then is Paul, and who is Apollos, but ministers (servants) through whom you believed, as the Lord gave to each one? I planted, Apollos watered, but God gave the increase”. 1 Corinthians 3:5*

### III. MOTIVATIONAL GIFTS

*For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body of Christ, and individually members of one another. Having then **gifts** differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness. Romans 12:4–8 (NKJV)*

The actual Greek word here for **gifts** in Romans 12:6 is the plural noun χαρισματα (anglicized or transliterated as “*charismata*” – pronounced like *kha-ris-mah'-ta*). An aspect of this word’s meaning includes the idea of “gracious joy gifts.” It refers to the power of divine grace operating on the soul by the Holy Spirit. These “graces” enable individuals to perform acts of service to and for the church of Jesus Christ. They produce joy in the life of the server once having fulfilled the specific service.

In general, most people may have certain *predominant* motivational gifts. They are what \_\_\_\_\_ you to action.

The gifts listed in Romans 12 have been called the “bread and butter” gifts. These are gifts that are necessary for the ongoing work, the day to day function of ministry by the members of the church.

**“Not my Gift” is no excuse!** It must be noted that no believer is freed from their responsibility to a normal Christian practice simply because a particular gift is not a predominant gift in their life. For example, if the gift of exhortation is not your ‘strong suit,’ it doesn’t exclude you from exhorting or encouraging other believers as the

opportunity and necessity arises. ***Motivational and Charismatic Gifts are like a “skill-set.” Many times we are seemingly naturally enabled in certain areas. These “skill-sets” should be kept in mind as we serve the Lord in and through the church. They are gifts from God.***

Likewise, if the gift of mercy or compassion is not the most predominant or evident gift in your life, you are not ‘excused’ from being merciful or compassionate.

The same is true of the gift of giving, and the other gifts.

The same principle can be applied to personality assessments, temperament analysis and the like. We must not make excuses for un-Christ-like behavior on our part simply because we are supposedly a Type A personality or a Sanguine temperament!

There are seven motivational gifts named in Romans 12:6–8. They are:

1. If prophecy ( \_\_\_\_\_ / \_\_\_\_\_ ), then be an inspired speaker according to the amount of your faith.
2. If ministry ( \_\_\_\_\_ ), then give yourself to the doing of practical things.
3. If he who teaches ( \_\_\_\_\_ ), then give yourself to the gaining and giving of instruction.
4. If he who exhorts ( \_\_\_\_\_ / \_\_\_\_\_ ), use it in your aiding and encouraging.
5. If he who gives ( \_\_\_\_\_ ), then impart and give over with liberty and simplicity.
6. If he who leads ( \_\_\_\_\_ ), then do so with diligence and zeal.
7. If he who shows mercy ( \_\_\_\_\_ ), then with cheerfulness as you empathize.

The motivational gifts revealed in Romans 12:6–8 are sometimes said to be grace gifts given at birth. They affect our relationships and our tendency toward certain behaviors in situations. They help explain why we do the things we do and often the reactions we may have. They color the way we see the world. These gifts are a part of what makes you unique.

In some ways, it may be helpful to think of the *Motivational* gifts as given by *the Father*, the *Ministry* Gifts (such as Apostle, Prophet, Evangelist and Pastor and Teacher) as given by the *Son*, and the *Charismatic* gifts as given by the *Holy Spirit*. Our motivational gifts from the Father were given to help equip us to carry out our mission on earth. We can often identify our motivational gift in everyday life. Once we

understand that we are not all motivated in the same way (and that by God's discretion), we can better understand ourselves and others.

**Now, take the Motivational Gifts Questionnaire.**

Fill out the motivational gifts questionnaire below and assess your score.

For examples of how the motivational gifts work in everyday life, read the examples of the responses for each of the seven motivational gifts given in the scenarios common to everyday life found below. Can you relate to a particular response?

After filling out the questionnaire, write down your predominant gifts below.

According to the results of the gifts questionnaire, what is (are) your predominant motivational gift(s)?

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Answers:

Pg. 18 – team players

Pg. 19 – lead, serve, ministers, motivate

Pg. 20 – Proclaimer / Perceiver

Server

Teacher

Exhorter / Encourager

Giver

Administrator

Compassion

## Motivational Gifts Questionnaire

According to *your first response or initial impulse or thought*, mark each question with a (1) seldom, (2) occasionally, (3) half the time, (4) often, or (5) usually. Total your answers on the next page. Take the questionnaire at a time when you are not too tired, busy, or emotional.

- \_\_\_\_\_ 1. I like to express my desires to others.
- \_\_\_\_\_ 2. I like to do practical things for others.
- \_\_\_\_\_ 3. I like information to be detailed and precise.
- \_\_\_\_\_ 4. I get great joy out of helping others succeed in life.
- \_\_\_\_\_ 5. I like to give without others knowing.
- \_\_\_\_\_ 6. I like to institute structure and rules when leading.
- \_\_\_\_\_ 7. I gravitate toward hurting and needy people.
- \_\_\_\_\_ 8. I have natural ability to discern the character and intentions of others.
- \_\_\_\_\_ 9. I am quick to volunteer and sacrifice.
- \_\_\_\_\_ 10. I enjoy reading, learning, and educating myself.
- \_\_\_\_\_ 11. I enjoy advising people with personal problems.
- \_\_\_\_\_ 12. I find it easy to share with others what I have.
- \_\_\_\_\_ 13. I enjoy coordinating projects and people.
- \_\_\_\_\_ 14. I am easily moved and can become emotional about the hurts of others.
- \_\_\_\_\_ 15. I find it easy to be direct and persuasive in speaking to others.
- \_\_\_\_\_ 16. I would much rather do a job than ask someone else to do it.
- \_\_\_\_\_ 17. I enjoy instructing others how to do things.
- \_\_\_\_\_ 18. I like to give people practical advice for daily living.
- \_\_\_\_\_ 19. I enjoy giving to see needs met.
- \_\_\_\_\_ 20. I like to schedule and plan ahead.
- \_\_\_\_\_ 21. I find it easy to empathize with others.
- \_\_\_\_\_ 22. I desire to influence people.
- \_\_\_\_\_ 23. I enjoy helping others get their projects done.
- \_\_\_\_\_ 24. I desire to share with others the things I have learned.
- \_\_\_\_\_ 25. I enjoy inspiring others to grow.
- \_\_\_\_\_ 26. I give generously to valid causes.
- \_\_\_\_\_ 27. I find it enjoyable to gather workers to get the job done.
- \_\_\_\_\_ 28. I am sensitive and careful with the feelings of other people.
- \_\_\_\_\_ 29. I enjoy expressing my opinions and convictions.
- \_\_\_\_\_ 30. I like to make sure people are taken care of by doing it myself.
- \_\_\_\_\_ 31. I like to explain things in a logical systematic process.
- \_\_\_\_\_ 32. I find it easy to accept and encourage others.
- \_\_\_\_\_ 33. I readily give because of the need and not because of the pressure.
- \_\_\_\_\_ 34. I easily see the big picture and the obstacles to a project.
- \_\_\_\_\_ 35. I desire to help those who are emotionally wounded.

### Motivational Gifts Score Sheet

Fill in the blanks with your answers that encourage to the question number indicated, and then total the answers for each gift.

Proclaimer:	1 _____	8 _____	15 _____	22 _____	29 _____	Total _____
Server:	2 _____	9 _____	16 _____	23 _____	30 _____	Total _____
Teacher:	3 _____	10 _____	17 _____	24 _____	31 _____	Total _____
Exhorter:	4 _____	11 _____	18 _____	25 _____	32 _____	Total _____
Giver:	5 _____	12 _____	19 _____	26 _____	33 _____	Total _____
Administrator:	6 _____	13 _____	20 _____	27 _____	34 _____	Total _____
Compassion:	7 _____	14 _____	21 _____	28 _____	35 _____	Total _____

Multiply each gift **total** by 4 (which is the same as dividing by 25 and multiplying by 100) in order to obtain a percentage for each gift. Mark the following chart to indicate the percentage for each gift.

100%							
90%							
80%							
70%							
60%							
50%							
40%							
30%							
20%							
10%							
	Proclaimer	Server	Teacher	Exhorter	Giver	Administrator	Compassion

## The Seven Gifts Displayed in a Hospital Visitation

**Perceiver:** “Do you think there is something in your life that might be causing you to be sick? What is God saying to you?”

**Server:** “Is there anything I can do for you? Can I get you some magazines or clean your house?”

**Teacher:** “What is your diagnosis? I can probably study up on it and help you to understand the problem.”

**Exhorter:** “I know you to be an overcomer. You stand strong and we will fight this together.”

**Giver:** “Is this costing very much? Do you have financial assistance to cover the cost?”

**Ruler:** “I have your duties covered at the church. Don’t worry about your responsibilities; I can get someone to do it.”

**Mercy:** “I am so sorry that you are not feeling well. This must be difficult for you. Can I comfort you in some way?”

## The Seven Gifts Displayed in a Church

**Perceiver:** “I think there should be more preaching on sin and righteousness. People should feel convicted when they leave a service.”

**Server:** “I would like to see more programs so that the church and the needs of the people are taken care of and considered.”

**Teacher:** “We must have a structured Sunday School so that people can be taught the Word of God. Our church will never mature without Bible studies.”

**Exhorter:** “I would like our church to reach out more so that the lonely and the lost get the help they need to grow.”

**Giver:** “The finances are one of the most important issues of the church. We need to be givers to the needs that God presents to us.”

**Ruler:** “I like to see a well organized structure in the church. In order to have a smooth operation we have to have organizational committees delegating responsibilities.”

**Mercy:** “I feel like there are hurting people that need a special touch. Caring for the sheep is our number one priority.”



## The Seven Gifts Displayed in a Restaurant Where an Accident Just Occurred

**Perceiver:** “You must have been in too big a hurry and trying to do too much.”

**Server:** “May I clean it up for you.”

**Teacher:** “I used to wait tables. Can I show you how I used to carry things?”

**Exhorter:** “You probably feel like you could use a friend right now. Don’t let this discourage you.”

**Giver:** “I hope this doesn’t come out of your wages. I will pay for it if it does.”

**Ruler:** “Listen honey, you get a mop and we will see about getting this picked up.”

**Mercy:** “I am so sorry. I am sure you’re doing the best you can. This kind of thing happens to the best of us.”

### VI. FILLING OUT THE PLACES OF SERVICE SHEET

It is evident from scripture that no two of us have been designed in exactly the same way. We have been equipped with different gifts and motivations to accomplish the tasks God would have us to perform. We are at our best when we are operating in the area for which we were designed for.

At the same time, we are to respect and complement each other as we work together to build God’s kingdom. Paul, inspired by the Holy Spirit of God, admonishes us in 2 Corinthians 10:12, that it is unwise to classify or compare ourselves with others. Simply, we are to assume our place on the team and move the kingdom toward the goal of winning the lost for Christ.

Where do you fit and what are you motivated to do? **If you have not already recently done so, please fill out the Places of Service below and turn in to the instructor. God bless you as you fulfill your call and purpose in His kingdom!**

*God wants us to grow up, to know the whole truth and tell it in love – like Christ in everything. We take our lead from Christ, who is the source of everything we do. He keeps us in step with each other. His very breath and blood flow through us, nourishing us so that we will grow up healthy in God, robust in love.*

Ephesians 4:15–16 (The Message)