

Prophet/Perceiver

Ministry/Server

EXHORTER

Teacher

Administrator

giver

Mercy/Compassion

Learning About Your Motivational Gift

As Noted In Romans 12:6-8

Name _____ #1 Gift _____

Address _____ #2 Gift _____

City/State/Zip _____ #3 Gift _____

Compiled from various resources especially for Becky's Chinaberry Tree Website
www.beckyschinaberrytree.com

MOTIVATIONAL GIFTS

Motivation is defined in Webster's Dictionary as:

an inner drive or impulse...that causes one to act in a certain way; incentive or goal causing or tending to cause motion.

Of the three different giftings of the Holy Spirit found in the New Testament, the "motivational gifts" are primary and of great importance. They are what makes us tick. A person must learn his or her particular gift in order to understand where they fit in the body of Christ. Not to mention how we can understand and relate to others in the body with different gifts. To know about another's gift enables you to better understand where they are coming from thus resulting in more harmony in the body. It is also of great importance in counseling in order to understand another's way of expressing themselves.

Although it can be readily established that these giftings are born into the individual, their function is limited and often misused. When a person is "Born Again" the gifts begin to become refined. But when the believer receives the "Power from on high" as mentioned in the book of Acts (better known as the "Baptism of the Holy Spirit") the gifts can be developed to their fullest, plus the manifestational gifts mentioned in 1 Corinthians 12 become active to be used with the motivational gifts.

All the motivational gifts will be present in an individual in varying degrees, but there will be only one that is considered a dominant. This dominant gift is discovered by testing and gaining knowledge of the gifts. As time goes by you will begin to notice your dominant gift surfacing more and more. Also since Jesus was 100% of all these gifts, the closer you get to being like Jesus the more the less dominant gifts will begin to develop.

Why has the Lord given us spiritual gifts?

- 1. For your personal spiritual development.*
- 2. For the welfare, maturity and building of the body of Christ.*
- 3. For the evangelization of the lost.*

There are three types of spiritual gifts:

1. Motivation - driving force - charisma

Charisma is a Greek word commonly translated gift and appears 17 times in the New Testament. The word charisma carries with it the connotation of grace - and grace is that spiritual gift from God, that undefinable spiritual force that is the favor of God.

2. Ministry - the area of service for the gift.

Diakonia is a Greek word for ministry (it is where we get the word deacon). It is the pathway by which the charisma gift (motivation gift) can operate.

3. Manifestation - the expression of a gift as seen by others.

The charisma must express itself in a ministry and by manifestation so it can help others. The manifestational gifts are in 1 Corinthians 12:7-11.

Motivational

Romans 12: 3-4
1 Cor. 12: 4

Ministry

1 Cor. 12: 5
Eph. 4: 11-12

Manifestational

1 Cor. 12: 6-7

1Cor. 12: 27-28

Charismaton

God's endowment on believers. Our basic inward drive that God places in people.

1. Prophet/Perceiver
2. Service/Ministry
3. Teaching
4. Exhortation
5. Giving
6. Administration
7. Mercy/Compassion

Diakonion

Opportunities of Christian service open to us to do our basic motivation.

1. Apostle
2. Prophet
3. Evangelist
4. Pastor
5. Teacher
6. Worker of Power
7. Healing
8. Helper
9. Administration
10. Tongues

Energema or Phanerosis

Result that takes place in the lives of those to whom we minister.

1. Word of Wisdom
2. Word of Knowledge
3. Faith
4. Gifts of Healing
5. Miracles
6. Prophecy
7. Distinguishing of Spirits
8. Interpretation of tongues
9. Tongues

The Holy Spirit will channel your motivational gift through a ministry gift to be coupled with manifestational gifts for the maximum effect for the body of Christ. For example: a prophet/perceiver may be ministering as a teacher and displaying the gift of wisdom. Although your dominant motivational gift will not change, your ministry gift and manifestational gifts may change with how the Holy Spirit desires. The following are examples of how these gifts were used in well known Bible personalities:

Elijah:

Motivational: Prophet

Ministry: Prophet

Manifested: All but tongues and interpretation of tongues

Jeremiah:

Motivational: Mercy

Ministry: Prophet

Manifested: The gift of prophecy, faith

Nehemiah:

Motivational: Administrator

Ministry: Helper

Manifested: Word of knowledge, wisdom, faith

Paul:

Motivational: Exhorter

Ministry: Apostle

Manifested: All nine

Peter:

Motivational: Prophet

Ministry: Apostle

Manifested: All nine

Timothy:

Motivational: Server

Ministry: Pastor

Manifested: None listed, though obviously a part of his life.

Please Note - just because you score high in a particular gift does not mean that that is your ministry or profession. For example a person with a dominant motivational gifting in teaching does not mean they will be a teacher. They could become a paralegal, a person in research, or a mother with the ability to teach her children, etc.

HOW TO SCORE YOURSELF

As you consider each characteristic in the following pages, ask yourself, "How true is this of me?" Your first response will probably be the most accurate. ***Don't answer the way you would like to be or the way you think you should be. Be honest!*** Remember, **there are no right or wrong answers!** This is simply a learning process.

If the characteristic is never true of you, put a mark in the box under **never**. Then place a **0** in the points column.

If the characteristic is true of you only on rare occasions, (1% to 24% of the time) make a mark under **seldom**. Then place a **1** in the points column.

If the characteristic is true of you sometimes, (25% to 49% of the time) make a mark under **sometimes**. Then place a **2** in the points column.

If the characteristic is usually true of you, (50% to 74% of the time) make a mark under **usually**. Then place a **3** in the points column.

If the characteristic is true of you most of the time, (75% to 99% of the time) make a mark under **mostly**. Then place a **4** in the points column.

If the characteristic is true of you all the time, make a mark under **always**. Then place a **5** in the points column.

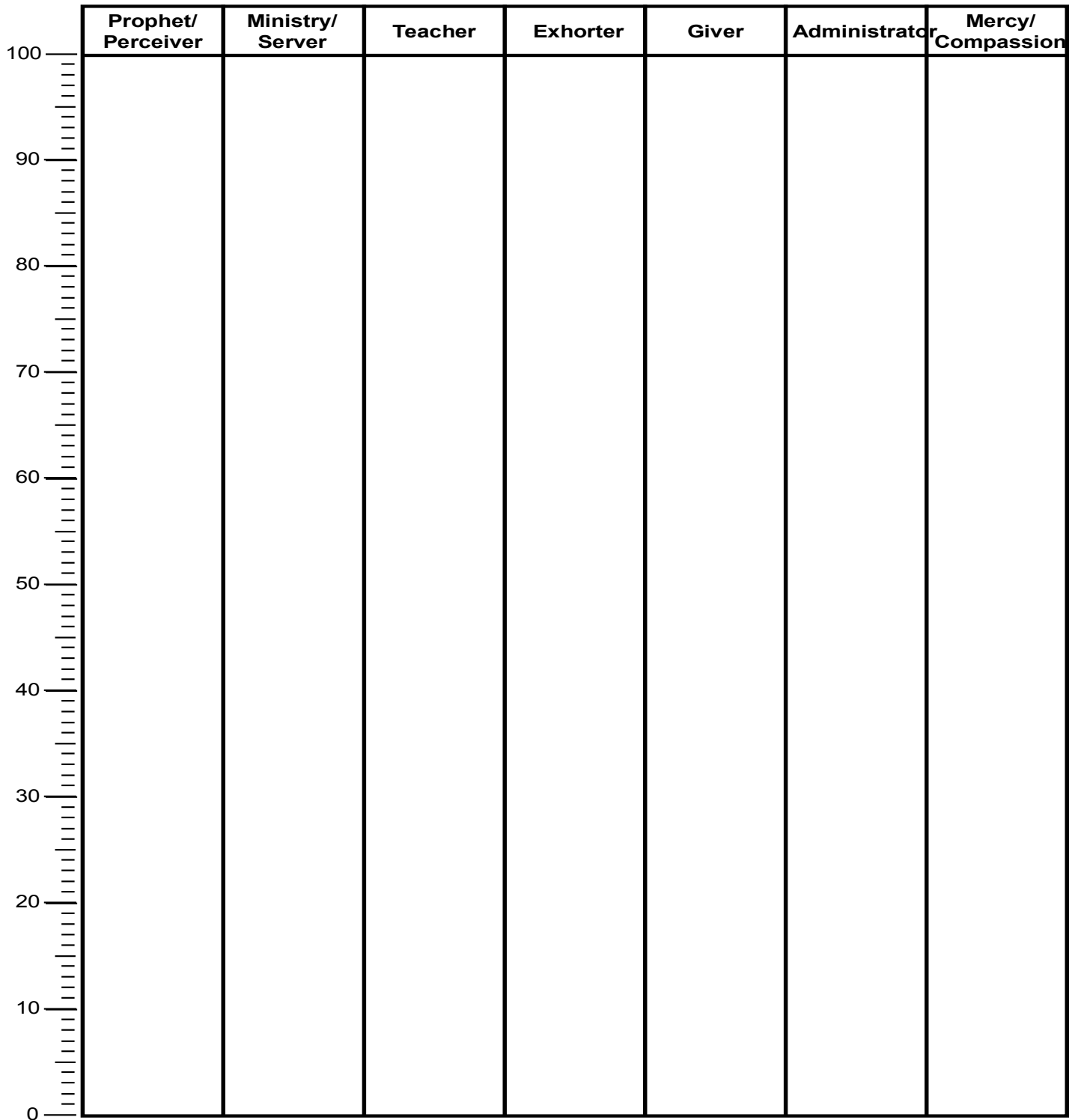
After you have scored yourself on all twenty characteristics, add up your score. It does not matter whether you tend to score high, low, in the middle, or in extremes. It is the comparison of your seven scores that will determine your God-given motivational gifts.

Now take a look at the following profile chart. It makes provision for scores on 0 to 100 at the left of the chart. Take your score for each gift and make a mark on the profile chart in the appropriate vertical column for each of the seven gifts in relation to the scale at the left of the chart.

After you have transferred all seven scores you will have a composite profile of yourself. The score that is the highest is your primary gift. You will also be able to see which one is your secondary gift, third gift, and so forth

Note: If you find you have scored within 3-5 points of another gift, this considered a tie. See the following 'Tie Breakers' to determine which of the gifts is actually the more dominate gift.

Motivational Gifting Profile



TIE BREAKERS

If you find you have scored within 3-5 points of another gift, this is considered a tie. The following questions will help you determine which of the gifts is actually the more dominate gift. *Make yourself make a choice even if they are very close in your own mind.*

If your answer is (A) for two or three of the questions, then the first gift of the two will be the dominate gift.

If your answer is (B) for two or three of the questions, then the second gift of the two will be the dominate gift.

This tie breaker can be used to determine the dominate gift between your second and third gifts or third and fourth, etc.

PERCEIVER/SERVER	A	B	SERVER/TEACHER	A	B
1. Would you rather spend time....			1. Do you teach primarily by...		
A. interceding for others?			A. demonstrating the caring nature of God?		
B. entertaining house guests?			B. expounding on the Word of God?		
2. Would you consider it more loving and caring to...			2. If someone needs something would you rather...		
A. help a person change for the better?			A. provide it for him or her?		
B. do something to meet a special need they have?			B. show him or her to provide for themselves?		
3. Would you rather help a person to get rid of...			3. Would you rather...		
A. sin in their life?			A. help set up for or serve a church dinner?		
B. clutter in their house?			B. speak to the group after dinner?		
PERCEIVER/TEACHER	A	B	SERVER/EXHORTER	A	B
1. When you share scriptures with people would you most likely...			1. Would you rather...		
A. tell them if their interpretation is right or wrong?			A. work with your hands?		
B. instruct them to study and find the truth themselves?			B. speak with your mouth?		
2. Would you rather...			2. If a person didn't follow your instructions properly would you...		
A. spend time in intercessory prayer?			A. just go ahead and do it yourself?		
B. teach a Bible study class for believers?			B. explain more thoroughly so they could do it?		
3. To form an opinion about something would you probably...			3. After a meeting do you feel it is more important to...		
A. go by what you feel and/or believe already?			A. make sure the room is left in order?		
B. research it until you are confident enough?			B. spend time socializing?		
PERCEIVER/EXHORTER	A	B	SERVER/GIVER	A	B
1. To be a genuine help to people would you rather...			1. Do you view hospitality mainly as an opportunity to...		
A. tell them to repent and change their ways?			A. serve?		
B. encourage them to get their relationships right?			B. give?		
2. In counseling people do you...			2. Would you rather...		
A. tell them where they are wrong and what to do?			A. help people with their practical needs?		
B. accept them where they are, then suggest change?			B. spend time witnessing?		
3. In giving advice do you...			3. Would you rather help someone in need by...		
A. quote scripture as an absolute basis for action?			A. doing something for them?		
B. give practical steps of action to follow?			B. anonymously giving money?		
PERCEIVER/GIVER	A	B	SERVER/ADMINISTRATOR	A	B
1. To be helpful to others would you tend to...			1. Would you rather...		
A. give scriptural advice?			A. help someone accomplish something?		
B. do something for them?			B. tell them how to accomplish it on their own?		
2. Would you rather..			2. If a room needed to be cleaned, would you...		
A. pray for someone?			A. get a broom and sweep it?		
B. provide for them?			B. figure out who could do the job best?		
3. When dealing with unbelievers would you more likely...			3. Do you...		
A. tell them they are sinners and need to repent?			A. take things as they come?		
B. simply show them the way to salvation?			B. plan ahead?		

PERCEIVER/ADMINISTRATOR	A	B	SERVER/COMPASSION (MERCY)	A	B
1. When helping someone spiritually would you more likely...			1. Do you care more about...		
A. tell them, "This is what scripture says"?			A. people's practical needs?		
B. help them to see the overall view of scripture?			B. how people feel?		
2. In giving advice to people would you...			2. Would you rather...		
A. tell them where they are right or wrong?			A. help with a church work party?		
B. try first to find out all you can about their problems?			B. visit the shut-ins?		
3. Would you rather spend time...			3. Do you...		
A. in prayer and fasting?			A. work at a project until it is completed?		
B. organizing a Christian project?			B. get sidetracked by the emotional needs of others?		
PERCEIVER/COMPASSION (MERCY)	A	B	TEACHER/EXHORTER	A	B
1. In helping people do you tend to meet...			1. Would you rather help people by...		
A. their spiritual needs?			A. teaching a Bible study class?		
B. their emotional needs?			B. counseling them with their problems?		
2. When someone is hurting do you...			2. Would you prefer to...		
A. show from scripture how to overcome the hurt?			A. read a good book?		
B. identify with the hurt, staying with them until it's gone?			B. be with people?		
3. Would you rather participate in...			3. Do you like to have...		
A. an intercessory prayer group?			A. a few select friends with similar interests?		
B. a program to help the poor?			B. lots of friends, the more the better?		

TEACHER/GIVER	A	B	GIVER/ADMINISTRATOR	A	B
1. Would like to see God increase your ability...			1. Would you rather...		
A. to teach effectively?			A. assist a going project?		
B. to give generously?			B. organize a project?		
2. Would you rather...			2. Would you rather be...		
A. research and study?			A. a supporter?		
B. witness and evangelize?			B. a leader?		
3. Are you most likely to be successful in a...			3. Would you prefer to spend your time...		
A. teaching career?			A. doing door-to-door witnessing?		
B. business venture?			B. pioneering a new project?		
TEACHER/ADMINISTRATOR	A	B	GIVER/COMPASSION (MERCY)	A	B
1. Would you rather...			1. Is your prime interest in...		
A. train others to do a job?			A. people's needs?		
B. delegate work to others?			B. people's feelings?		
2. Do you feel that more often you are...			2. If you are working on a project when someone expresses a need, would you...		
A. reading a good book?			A. finish the project and then meet the need?		
B. making lists of things to do?			B. meet the need and then finish the project?		
3. Would you rather...			3. Would you rather encourage people to...		
A. do thorough research on a subject?			A. give generously to further the Gospel?		
B. organize and lead a group project?			B. minister to those who are hurting?		

TEACHER/GIVER	A	B	GIVER/ADMINISTRATOR	A	B
1. Would like to see God increase your ability...			1. Would you rather...		
A. to teach effectively?			A. assist a going project?		
B. to give generously?			B. organize a project?		
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A. research and study?			A. a supporter?		
B. witness and evangelize?			B. a leader?		
3. Are you most likely to be successful in a...			3. Would you prefer to spend your time...		
A. teaching career?			A. doing door-to-door witnessing?		
B. business venture?			B. pioneering a new project?		

TEACHER/ADMINISTRATOR	A	B	GIVER/COMPASSION (MERCY)	A	B
1. Would you rather...			1. Is your prime interest in...		
A. train others to do a job?			A. people's needs?		
B. delegate work to others?			B. people's feelings?		
2. Do you feel that more often you are...			2. If you are working on a project when someone expresses a need, would you...		
A. reading a good book?			A. finish the project and then meet the need?		
B. making lists of things to do?			B. meet the need and then finish the project?		
3. Would you rather...			3. Would you rather encourage people to...		
A. do thorough research on a subject?			A. give generously to further the Gospel?		
B. organize and lead a group project?			B. minister to those who are hurting?		
TEACHER/COMPASSION (MERCY)	A	B	ADMINISTRATOR/COMPASSION (MERCY)	A	B
1. Is your decision-making...			1. When you look at situations do you focus on...		
A. based on research?			A. the long-range view?		
B. difficult for you?			B. what's happening now?		
2. Do you...			2. Would you prefer to spend your time...		
A. keep your emotions in control?			A. organizing people and projects?		
B. cry easily?			B. ministering to someone in distress?		
3. Do you find that you...			3. Would you rather work with...		
A. are drawn to intellectual pursuits?			A. a group?		
B. daydream or fantasize a lot?			B. one person at a time?		
EXHORTER/GIVER	A	B	CLARIFYING CLOSE SCORES		
1. Do you encourage people...			Here are some other suggestions that can help you make sure of your primary motivational gift:		
A. by sharing your own experiences?			1. Set your test aside for a few days, a few weeks, even a few months.		
B. by giving them practical help?			Become more observant of your behavior, your interests, and what seems to be motivating you. Now that you are familiar with the seven gifts, you will be more aware of them operating in your life. Then take the test again, it probably will be more decisive.		
2. Would you rather...			2. If you tended to avoid giving yourself fives and zeros, do the test again with a willingness to record the extremes. You are not being boastful by marking fives if you always do something.		
A. let your life be an example to an unbeliever?			3. Go over the scoring sheets again within a dominant gift and look for patterns. If you had a similar score on two gifts but on one the scores range from two to fives and on the other the scores were fours, the gift with the fours is probably your dominant gift.		
B. lead someone to the Lord through verbal witnessing?			4. Ask your spouse or a close friend or relative to help you score or even score the test for you. They may be able to see things about you that you can not see. But use this for only confirmation, you know you better than anyone else.		
3. Would you prefer to...			5. Ask the Lord.		
A. speak in front of a group?					
B. function supportively in the background?					
EXHORTER/ADMINISTRATOR	A	B			
1. Would you prefer to...					
A. do individual counseling?					
B. take on group leadership?					
2. When working on a project do you tend to...					
A. stay with it until it is finished?					
B. delegate as much as you can to others?					
3. Do you find that you...					
A. adapt easily to almost any situation?					
B. get frustrated with delays and red tape?					
EXHORTER/COMPASSION (MERCY)	A	B			
1. Would you rather...					
A. do personal counseling?					
B. help with caring-type ministries?					
2. Are you...					
A. likely to see a problem as a challenge?					
B. sometimes overwhelmed by a problem?					
3. Are decisions...					
A. easy for you?					
B. hard to make?					

Prophet/Perceiver

Ministry/Server

EXHORTER

Teacher

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Profile Test

THE GIFT OF MINISTRY/SERVER								
	<i>Frequency</i>	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
	<i>Point Value</i>	0	1	2	3	4	5	
Characteristics:								
1. Easily recognize practical needs and is quick to meet them.								
2. Especially enjoy manual projects, jobs, & functions.								
3. Keep everything in meticulous order.								
4. Are a detail person with a good memory.								
5. Enjoy showing hospitality.								
6. Will stay with something until it is completed.								
7. Have a hard time saying no to request for help.								
8. Are more interested in meeting the needs of others than your own needs.								
9. Enjoy working on immediate goals rather than long-range goals.								
10. Show love for others in deeds and actions more than words.								
11. Need to feel appreciated.								
12. Tend to do more than asked to do.								
13. Feel greatest joy in doing something that is helpful.								
14. Do not want to lead others or projects.								
15. Have high energy level.								
16. Cannot stand to be around clutter.								
17. Tend to be a perfectionist.								
18. View serving to be of primary importance in life.								
19. Prefer doing a job to delegating it.								
20. Support others who are in leadership.								
					TOTAL POINTS			

THE GIFT OF EXHORTATION								
	<i>Frequency</i>	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
	<i>Point Value</i>	0	1	2	3	4	5	
Characteristics:								
1. Love to encourage others to live victoriously.								
2. Want a visible response when teaching or speaking.								
3. Prefer to apply truth rather than research it.								
4. Prefer systems of information that have practical application.								
5. Love to prescribe precise steps of action to aid personal growth.								
6. Focus on working with people.								
7. Encourage others to develop in their personal ministries.								
8. Find truth in experience and then validates it with scripture.								
9. Love to do personal counseling.								
10. Will discontinue personal counseling if no effort to change is seen.								
11. Are fluent in communication.								
12. View trials as opportunities to produce personal growth.								
13. Accept people where they are without judging them.								
14. Are greatly loved because of his or her positive attitude.								
15. Prefer to witness with life rather than verbal witnessing.								
16. Make decisions easily.								
17. Always complete what is started.								
18. Want to clear up problems with others quickly.								
19. Expects a lot of self and others.								
20. Need a "sounding board" for bouncing off ideas and thoughts.								
					TOTAL POINTS			

THE GIFT OF GIVING								
	<i>Frequency</i>	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
	<i>Point Value</i>	0	1	2	3	4	5	
Characteristics:								
1. Give freely of money, possessions, time, energy, and love.								
2. Love to give without others knowing about it.								
3. Want to feel a part of the ministries to which he or she contributes.								
4. Intercede for needs and the salvation of souls.								
5. Feel delighted when his or her gift is an answer to specific prayer.								
6. Want gifts to be of high quality or craftsmanship.								
7. Give only by the leading of the Holy Spirit.								
8. Give to support and bless others or to advance a ministry.								
9. View hospitality as an opportunity to give.								
10. Handle finances with wisdom and frugality.								
11. Quickly volunteer to help when a need is seen.								
12. Seek confirmation on the amount to give.								
13. Have strong belief in tithing and in giving in addition to tithing.								
14. Focus on sharing the Gospel.								
15. Believe God is the source of his or her supply.								
16. Are very industrious with a tendency toward success.								
17. Has natural and effective business ability.								
18. Like to get the best value for the money spent.								
19. Are definitely not gullible.								
20. Possess both natural and God-given wisdom.								
					TOTAL POINTS			

THE GIFT OF ADMINISTRATION								
	<i>Frequency</i>	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
	<i>Point Value</i>	0	1	2	3	4	5	
<i>Characteristics:</i>								
1. Are highly motivated to organize that which he or she is responsible.								
2. Express ideas and organization in ways that communicate clearly.								
3. Prefer to be under authority in order to have authority.								
4. Will not take responsibility unless delegated by those in authority.								
5. Will assume responsibilities if no specific leadership exists.								
6. Especially enjoy working on long-range goals and projects.								
7. Are a visionary person with a broad perspective.								
8. Easily facilitate resources and people to accomplish tasks or goals.								
9. Enjoy delegating tasks and supervising people.								
10. Will endure criticism in order to accomplish the ultimate task.								
11. Have great zeal and enthusiasm for whatever he or she is involved in.								
12. Find greatest fulfillment and joy in working to accomplish goals								
13. Are willing to let others get the credit in order to get the job done.								
14. Prefer to move on to a new challenge once something is completed.								
15. Constantly write notes to self.								
16. Are a natural and capable leader.								
17. Know when to keep old methods going and when to introduce new ones.								
18. Enjoy working with and being around people.								
19. Want to see things completed as quickly as possible.								
20. Does not enjoy doing routine tasks.								
					TOTAL POINTS			

**CHARACTERISTICS, ABUSES, AND MISUSES OF MOTIVATIONAL
GIFTS**

PROPHET/PERCEIVER

Characteristics

1. A desire to speak out the things of God. An inner compulsion.
2. A holy boldness that makes it necessary to speak.
3. Christians are blessed, built up when you speak. There is good response from Christians.
4. Lost people are brought under conviction when you speak.
5. A directness and frankness when you speak.
6. A strong desire to have results NOW.
7. Loves to talk about the Lord and give testimony to Him.
8. An understanding of the secrets of people's hearts. You will know things about people by revelation.
9. Drawing sharp lines, black and white.
10. Possess a high regard for personal reputation; feelin a smudge on their reputation is a mark against righteousness.
11. Must see outward evidence of change to show "real" inward conviction.

Abuses

1. Get too pushy or too harsh and frank.
2. Seeing people as groups rather than individuals with personal needs.
3. The tendency to judge someone rather than working to effect change.
4. Becoming distant and withdrawing from those who have failed and encouraging others to follow suit.
5. Focus on the negative in other people with an inability to see the positive without effort.
6. Being tactless in expressing opinions of others.

Misunderstandings

1. Frankness viewed as harshness.
2. Interest in groups often viewed as disinterest in individuals.
3. Efforts to gain results viewed as "gimmicks".
4. Focus on right and wrong judged as intolerance of partial good.
5. Emphasis on immediate decisions may appear as neglecting spiritual growth.
6. Public boldness and strict standards may be seen as self-centeredness and egotism.
7. Dwelling on the faults and failures of others may be judged as a critical spirit.

SERVER/MINISTRY

Characteristics

1. Love is expressed in the form of practical service.
2. Demonstrates love by seeing others' needs are met as quickly as possible.
3. Acute ability to detect personal needs.
4. Overlooks personal discomfort to meet needs of others.
5. Has a genuine affection for other people.
6. Demonstrates true brotherly love.
7. Is willing to let others have the credit for his or her work.
8. Cannot say "No" to people.
9. The ability to do things practical (not a person with ten thumbs).

Abuses

1. Being proud of their good deeds.
2. Being pushy or premature in meeting needs of others before they realize their need.
3. Becoming bitter when deeds are not recognized or appreciated.
4. Overemphasizing practical needs to the neglect of basic spiritual needs or what God may be doing in the life of the individual.
5. Taking on more than they can handle and thus eliminating others from ministry opportunities.
6. Placing heavy emphasis on ministry to the neglect of home and family.
7. Suffering the "Epaphroditus Syndrome" -- becoming sick from overdoing in the ministry.

Misunderstandings

1. Quickness in meeting needs may appear to be pushy.
2. Eagerness in serving may prompt suspicion of self-advancement.
3. Insistence on serving may appear to be rejection of being served.
4. Meeting practical needs may be judged as lack of interest in spiritual matters.
5. Their stamina may be interpreted as insensitivity or impatience with others helping.
6. Inability to avoid others' needs may appear to be changing the original directions.
7. Often thought of as pushy in their perseverance to meet a particular need.

TEACHER

Characteristics

1. A good response from people taught - they come to hear.
2. A resistance to scripture and scriptural illustrations given out of context.
3. The ability to illustrate well.
4. A clarifier of truth -- searching out and validating truth.
5. Engages in research and detailed study to validate truth.
6. Digs out little known facts and chronicles them.
7. Accumulates knowledge of man and indexes it for further study and presentation.
8. Is diligent in the details of his or her work.
9. Places heavy emphasis on accuracy.
10. Feels this gift is the basis for all other gifts.

Abuses

1. Boasting of the knowledge he has accumulated.
2. Concentration on details of information rather than communications of basic life principles.
3. Being more concerned about the research than the response of their students.
4. Tending to put down unlearned or poorly educated people.
5. Finding a flaw in research causes this motivator to debunk the complete presentation.
6. Abuses listeners with long lists of details and facts not necessary to the presentation.
7. Often emphasizes the accumulated knowledge of man as opposed to the revealed knowledge of God.

Misunderstandings

1. Use of knowledge in teaching others may appear to be pride of learning.
2. Details shared from research may appear unnecessary to listener.
3. Excitement over research may appear to be a lack of warmth in teaching.

4. The insistence that this gift is fundamental to all others may appear to be pride or egotism.
5. Insistence on validation and teaching credentials may appear to be a critical spirit.
6. An insistence on their scholarship may appear to be a criticism of the other's teaching.
7. Reaction to the uneducated and practical wisdom may appear to be self-righteousness.

EXHORTER

Characteristics

1. People respond to your advice with action advised.
2. Have the ability to make truth practical and applicable to everyday life.
3. Have the ability to deal with people in spite of own personal feelings.
4. Is zealous in searching for ways to stimulate faith in others.
5. Calls to one side and urges one to pursue a course of action or conduct.
6. Grieves when practical steps to a solution are not given.
7. Has the ability to see both sides of an issue with equal zeal.
8. Enjoys personal counseling to encourage spiritual growth.
9. Uses personal experiences to gain insights which can be validated and amplified in the Scriptures.
10. Wants a visible acceptance from individuals or groups with whom they are working.

Abuses

1. Boast of personal results.
2. Become discouraged with lack of progress.
3. Motivate others for selfish gain.
4. Spend too much time with those who are only seeking temporary relief.
5. Generate enthusiasm which can prematurely heighten the expectations of others.
6. Create a personal dependence on themselves rather than on God.
7. Trust visible results without discerning for real change of heart.

Misunderstandings

1. Emphasis on steps of action may appear to over-simplify the problem.
2. Urgency in giving steps of action may appear as having over-confidence.
3. Desire to win non-Christians through living examples may appear to be a lack of interest in personal evangelism.
4. Use of Scripture for practical application may appear to take it out of context.
5. Emphasis on steps of action may appear to disregard the feelings of those being counseled.
6. Ability to see both sides of an issue and identify with both may appear to be two-faced or double-minded.
7. Confidence in steps of action that work may make family seem to be "just another project".

GIVER

Characteristics

1. Puts much emphasis on the giving of money, for he clearly sees how it becomes a medium of exchange whereby we are able to share much of what we have with others.
2. A sharing of what he possesses . Does not worry about what he does not have, but shares what he or she has.

3. Has the wisdom of practical giving.
4. Emphasizes entrusting personal assets to others for the furtherance of the ministry.
5. Organizes personal business in order to gain assets.
6. Has the ability to make quick decisions regarding the immediate needs of others.
7. Gives freely to other Christians.
8. Desires to give gifts of high quality and lasting endurance.
9. Emphasizes preciseness of figures.
10. Gives at God's promptings, and not at the appeals of man.

Abuses

1. Being proud of his or her giving.
2. Measures spiritual success by material assets.
3. Overlooks long-range goals in meeting immediate needs.
4. Frugality with family and generosity with others' gifts causes family to resent his or her giving.
5. Controls people by the use of their money.
6. Tends to look down on those who cannot give as much or as often.
7. Attracted to projects more than the daily lives of believers.

Misunderstandings

1. Needing to deal with large sums of money may appear to be a focus on temporal values.
2. Desiring to increase the effectiveness of a ministry by his or her gift may appear as an attempt to control the work of a person.
3. Attempting to encourage others to give may appear as a lack of generosity and unnecessary pressure.
4. Lack of response to pressure appeals may also appear as a lack of generosity.
5. Personal frugality by which he or she lives may appear to friends and relatives as selfishness in not meeting their wants.
6. Insensitivity to non-direct appeals or hints may appear as indifference.
7. Attempts to see their gifts wisely invested can cause others to feel they are being controlled.

ADMINISTRATION

Characteristics

1. Sees the need for organization as a primary need of the church in doing its job.
2. An ability to delegate and correlate the activities of others for the achievement of common goals.
3. A deep satisfaction when everything fits together and runs smoothly.
4. Can take orders from those over him or her and does so until called to lead.
5. An ability to see the picture as a whole.
6. A desire to complete tasks quickly.
7. Can take criticism - both good and bad in the right way.
8. Presides, leads, stands before.
9. Has ability to distinguish objectives and visualize long range goals.
10. Tends to take over if no leadership exists.
11. Needs loyalty and confidence from those under him or her, or those who he or she is serving.
12. Know what to... and what not to delegate to others.
13. Is paralyzed when position is usurped or when those in charge do not turn over responsibility to him.

Abuses

1. Is proud of his or her power.
2. Uses people to meet his or her goals rather than meeting their personal needs.
3. Overlooks major character flaws in those who are useful to reaching his or her goals.
4. Shows closeness and favor to those who are more loyal or those who are harder workers.
5. Becomes a king of leisure while workers carry the entire load of the project.
6. Viewing the long-range goal from his or her prospective, valid suggestions and complaints are often overlooked.
7. Viewing the whole goal in his or her mind often causes improper explanation of what needs to be done.

Misunderstandings

1. Ability to delegate responsibility may appear as laziness in avoiding work.
2. Willingness to endure reactions may appear as callousness.
3. Neglect in explaining why tasks must be done may prompt workers to feel they are being misused.
4. Viewing of people as resources may appear that projects are more important than people.
5. Desiring to complete tasks swiftly may appear to be insensitivity to the schedule, weariness, or priorities of workers.
6. Tending to direct in a leadership vacuum may be interpreted to be taking over leadership.
7. Enjoying loyalty of workers may appear to be favoritism.

MERCY/COMPASSION

Characteristics

1. A keen sensitivity to the needs of others.
2. A sensitivity to what the need is.. the surface and the root needs.
3. A deep desire to give appropriate help.
4. A compassion in spite of the repulsiveness of the need, and in spite of the undeserving nature of the needy (i.e...deliberately in trouble).
5. An ability to make the needy comfortable and accepted.
6. An unusual patience.
7. Identifies with and comforts those in distress.
8. Identifies with those who are unfortunate and miserable.
9. Emphasizes mental and emotional relationships in helping those in need.
10. Avoids confrontation unless a positive resolution is found.
11. Instantly senses an atmosphere of joy or distress in individuals or groups.
12. Possesses sensitivity to words and actions which will hurt others.
13. Measures acceptance by physical closeness and quality time together.

Abuses

1. Takes pride in his or her ability to empathize.
2. Resents others who are not sensitive to personal needs of others, especially in the mental and emotional area.
3. Fails to be firm when necessary.
4. Is guided by emotions rather than logic.
5. Clouded by emotions, he or she often sympathizes with those who are directly violating God's laws.
6. Desiring personal contact, he or she often promotes affections from the opposite sex.
7. Ultra-sensitive to the hurts of others, he or she will sever fellowship with those who reflect insensitivity.

Misunderstandings

1. Avoidance of firmness may appear to be weakness and indecisiveness.
2. Sensitivity to the feelings of others may cause some to feel he or she is guided by emotions rather than logic.
3. Attraction to and understanding of those in distress may be misinterpreted by those of the opposite sex.
4. Sensitivity to words and actions which cause hurts may appear to be taking up another's offense.
5. Ability to detect insincere motives may cause some to feel he or she is hard to get to know.
6. Expressing the need to please others may be considered manipulative.
7. Emphasis on immediate priorities may appear as disorganization.