

Motivational Gifts Synopsis

Prophet (Perceiver):

A person with this dominant gift possesses a clear perception of *truth*. He tends to see life as black and white.

Server:

A person with this dominant gift strongly desires to serve others. He is primarily concerned about people's *physical* needs. He is a doer.

Teacher:

A person with this dominant gift enjoys the research and the communication of truth. He makes strong effort to assure *accuracy*. Often, he is a “math/science” person.

Exhorter:

A person with this dominant gift regularly encourages others to make spiritual strides through providing positive, uplifting motivation. He is an *encouraging* visionary.

Giver:

A person with this dominant gift wisely contributes time, talents, energy and money to the ministry and others. He is a *contributor*.

Administrator:

A person with this dominant gift greatly enjoys organizing, leading, and *directing*. He is a facilitator.

Mercy Shower:

A person with this dominant gift readily perceives and meets the *emotional* needs of others. He is a sympathetic and a compassionate person.

Gift of Prophecy/Perceiver Romans 12:6

Characteristics of the Perceiver

1. He quickly and accurately identifies good and evil and hates evil.
2. He sees everything as black or white; no gray or indefinite areas.
3. He easily perceives the character of individuals or groups.
4. He encourages repentance that produces good fruit.
5. He believes the acceptance of difficulties will produce positive personal brokenness.
6. He has only a few close or no close friends.
7. He views the Bible as the basis for truth, belief, action, and authority.
8. He boldly operates on spiritual principles.
9. He is frank, outspoken, and doesn't mince words.
10. He speaks persuasively.
11. He grieves deeply over the sins of others.
12. He is eager to see his own blind spots and to help others see theirs too.
13. He desires above all else to see God's plan worked out in all situations.
14. He strongly promotes the spiritual growth of groups and individuals.
15. He is called to intercession.
16. He feels the need to verbalize or dramatize what he "sees."
17. He tends to be introspective.
18. He has strong opinions and convictions.
19. He has strict personal standards.
20. He desires to be obedient to God at all costs.

Major Strengths and Weaknesses

1. Strengths: very discerning, strong sense of duty, sensitive conscience, strong convictions
2. Weaknesses: judgmental, blunt, pushy, intolerant, insensitive, struggles with self-acceptance

Potential Misunderstandings of Others about the Perceiver

1. Others may perceive frankness as harsh.
2. Others may see his desire to point out sin as pride.
3. Others may view his strong sense of right and wrong as intolerance.
4. Others may view his emphasis upon salvation as neglecting spiritual growth.
5. Others may distance themselves from him because of his strong opinions and strict standards.

Potential Abuses of the Perceiver Gift

1. He may correct people who are not his responsibility.
2. He may jump to conclusions about words, actions, and motives.
3. He may possess a condemning spirit.
4. He may cut people off who have failed.
5. He may dwell on the negative rather than the positive.
6. He may lack tact in expressing his opinions.
7. He may demand a positive response to a harsh rebuke.
8. He may condemn himself harshly when he fails.
9. He may accuse others of deception who do not fully reveal fault

Gift of Serving Romans 12:7a

Characteristics of the Server

1. Easily recognizes practical needs and is quick to meet them
2. Especially enjoys manual projects, jobs, and functions (“hands on”)
3. Keeps everything in meticulous order
4. Is a detail person with a good memory
5. Enjoys showing hospitality
6. Will stay with something until it is completed
7. Has a hard time saying no to requests to help
8. Is more interested in meeting the needs of others than own needs
9. Enjoys working on immediate goals rather than long-range goals
10. Shows love for others in deeds and actions more than words
11. Needs to feel appreciated
12. Tends to do more than asked to do
13. Feels greatest joy in doing something that is helpful
14. Does not want to lead others or projects
15. Has a high energy level
16. Cannot stand to be around clutter
17. Tends to be a perfectionist
18. Views serving to be of primary importance in life
19. Prefers doing a job to delegating it
20. Supports others who are in leadership

Major Strengths & Weaknesses

1. Strengths: hard worker, loyal, congenial, mechanical, patient
2. Weaknesses: difficulty saying “no,” over-involved, over-helpful, feels unappreciated, difficulty delegating, uncomfortable speaking before large groups

Potential Misunderstanding of Others about the Server

1. Others may view your industriousness as pressure.
2. Others may view your perfectionism as unreasonable.
3. Others may view your determination as stubbornness.
4. Others may view your “hands on” approach as controlling.

Potential Abuses of the Serving Gift

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

Gift of Teaching

Romans 12:7b

Characteristics of the Teacher

1. He presents truth in a logical, systematic way.
2. He validates truth by checking out the facts.
3. He loves to study and do research.
4. He enjoys word studies.
5. He prefers to use biblical illustrations rather than life illustrations.
6. He gets upset when Scripture is used out of context.
7. He feels concerned that truth be established in every situation.
8. He is more objective than subjective.
9. He easily develops and uses a large vocabulary.
10. He emphasizes facts and the accuracy of words.
11. He checks out the source of knowledge of others who teach.
12. He prefers teaching believers to engaging in evangelism.
13. He feels Bible study is foundational to the operation of all the gifts.
14. He solves problems by starting with scriptural principles.
15. He is intellectually sharp.
16. He is self-disciplined.
17. He is emotionally self-controlled.
18. He has only a select circle of friends.
19. He has strong convictions and opinions based on investigation and facts.
20. He believes truth has the intrinsic power to produce change.

Major Strengths & Weaknesses

1. Strengths: He is intelligent, well-read, self-disciplined, analytical, & conscientious.
2. Weaknesses: He tends to be critical, impractical, proud, technical, and easily sidetracked.

Potential Misunderstanding of Others about the Teacher

1. Others may view your technical nature as picky.
2. Others may view your intelligence as arrogance.
3. Others may view your impractical nature as aloofness.
4. Others may view your sidetracked nature as peculiar.

Potential Abuses of the Teaching Gift

1. He tends to neglect the practical application of truth.
2. He is slow to accept the viewpoints of others.
3. He tends to develop pride in intellectual ability.
4. He tends to be legalistic and dogmatic.
5. He is easily sidetracked by new interests.

Gift of Exhorting Romans 12:8a

Characteristics of the Exhorter

1. He loves to encourage others to live victoriously.
2. He wants a visible response when teaching or speaking.
3. He prefers to apply truth rather than research it.
4. He prefers systems of information that have practical application.
5. He loves to prescribe precise steps of action to aid personal growth.
6. He focuses on working with people.
7. He encourages others to develop in their personal ministries.
8. He finds truth in experience and then validates it with Scripture.
9. He loves to do personal counseling.
10. He will discontinue personal counseling if no effort to change is seen.
11. He is fluent in communication.
12. He views trials as opportunities to produce personal growth.
13. He accepts people as they are without judging them.
14. He is greatly loved because of his positive attitude.
15. He prefers to witness with life rather than verbal witnessing.
16. He makes decisions easily.
17. He always completes what is started.
18. He wants to clear up problems with others quickly.
19. He expects a lot of self and others.
20. He needs a “sounding board” for bouncing off ideas and thoughts.

Major Strengths & Weaknesses

1. Strengths: He is enthusiastic, practical, a problem solver, motivational, and positive.
2. Weaknesses: He is not alert to details, opinionated, very talkative, overconfident, & unprincipled.

Potential Misunderstanding of Others about the Exhorter

1. Others may view your opinionated nature as arrogance.
2. Others may view your unprincipled decisions as dishonesty.
3. Others may view your positive spirit as gullibility.
4. Others may view your visionary nature as out of touch with reality.

Potential Abuses of the Exhortation Gift

1. He tends to interrupt others in eagerness to give opinions or advice.
2. He will use Scripture out of context in order to make a point.
3. He may be “cut and dried” in prescribing steps of action.
4. He is outspokenly opinionated.
5. He can become overly self-confident.

Gift of Giving

Romans 12:8b

Characteristics of the Giver

1. He gives freely of money, possession, time, energy, and love.
2. He loves to give without others knowing about it.
3. He wants to feel a part of the ministries to which he contributes.
4. He intercedes for needs and the salvation of souls.
5. He feels delighted when his gift is an answer to specific prayer.
6. He wants gifts to be of high quality or craftsmanship.
7. He gives only by the leading of the Holy Spirit.
8. He gives to support and bless others or to advance a ministry.
9. He views hospitality as an opportunity to give.
10. He handles finances with wisdom and frugality.
11. He quickly volunteers to help where a need is seen.
12. He seeks confirmation on the amount to give.
13. He has strong belief in tithing and in giving in addition to tithing.
14. He focuses on sharing the Gospel.
15. He believes God is the Source of his supply.
16. He is very industrious with a tendency toward success.
17. He has natural and effective business ability.
18. He likes to get the best value for the money spent.
19. He is definitely not gullible.
20. He possesses both natural and God-given wisdom.

Major Strengths & Weaknesses

1. Strengths: He is generous, sensitive, conscientious, thrifty, well-organized, & private.
2. Weaknesses: He is controlling, stingy at times, impulsive, & overgenerous.

Potential Misunderstanding of Others about the Giver

1. Others may view your thriftiness as stinginess.
2. Others may view your desire to help as controlling.
3. Others may view your impulsiveness as disorganization.
4. Others may view your abundant generosity as extravagance.

Potential Abuses of the Gift of Giving

1. He may try to control how contributions are used.
2. He tends to pressure others to give.
3. He may upset family and friends with unpredictable pattern of giving.
4. He tends to spoil his own children or other relatives.
5. He may use financial giving to get out of other responsibilities.

Gift of Administration Romans 12:8c

Characteristics of the Administrator

1. He is highly motivated to organize that for which he's responsible.
2. He expresses ideas and organization in ways that communicate clearly.
3. He prefers to be under authority in order to have authority.
4. He will not take responsibility unless delegated by those in authority.
5. He will assume responsibilities if no specific leadership exists.
6. He especially enjoys working on long-range goals and projects.
7. He is a visionary person with a broad perspective.
8. He easily facilitates resources and people to accomplish tasks or goals.
9. He enjoys delegating tasks and supervising people.
10. He will endure criticism in order to accomplish the ultimate task.
11. He has great zeal and enthusiasm for whatever he is involved in.
12. He finds greatest fulfillment and joy in working to accomplish goals.
13. He is willing to let others get the credit in order to get a job done.
14. He prefers to move on to a new challenge once something is completed.
15. He constantly writes notes to himself.
16. He is a natural and capable leader.
17. He knows when to keep old methods going and when to introduce new ones.
18. He enjoys working with and being around people.
19. He wants to see things completed as quickly as possible.
20. He does not enjoy doing routine tasks.

Major Strengths & Weaknesses

1. Strengths: He is well-disciplined, a manager, planner, goal-oriented, decisive, highly motivated, and competent.
2. Weaknesses: He is insensitive, manipulative, a perfectionist, easily bored, intolerant, bossy, and proud.

Potential Misunderstanding of Others about the Administrator

1. Others may view your strong motivation as possessing a demanding spirit.
2. Others may view your high degree of discipline as intolerant.
3. Others may view your competency as arrogance.
4. Others may view your managerial skills as manipulative.

Potential Abuses of the Gift of Administration

1. He becomes upset when others do not share the same vision and goals.
2. He develops an outer callousness due to being a target for criticism.
3. He can regress into "using" people to accomplish his own goals.
4. He tends to drive self and neglect personal and family needs.
5. He neglects routine home responsibilities due to intense interest in his "job."

Gift of Mercy Romans 12:8d

Characteristics of the Mercy Shower

1. He has tremendous capacity to show love.
2. He always looks for good in people.
3. He senses the spiritual and emotional atmosphere of a group or individual.
4. He is attracted to people who are hurting or in distress.
5. He takes action to remove hurts and relieve distress in others.
6. He is more concerned for mental and emotional distress than physical distress.
7. He is motivated to help people have right relationships with one another.
8. He loves opportunities to give preference or place to others.
9. He takes care with words and actions to avoid hurting others.
10. He easily detects insincerity or wrong motives.
11. He is drawn to others with the gift of compassion.
12. He loves to do thoughtful things for others.
13. He is trusting and trustworthy.
14. He avoids conflicts and confrontations.
15. He doesn't like to be rushed in a job or activity.
16. He is typically cheerful and joyful.
17. He is ruled by the heart rather than the head.
18. He rejoices to see others blessed and grieves to see others hurt.
19. He is a crusader for good causes.
20. He intercedes for the hurts and problems of others.

Major Strengths & Weaknesses

1. Strengths: He is responsive, sympathetic, approachable, sensitive, and loving.
2. Weaknesses: He is pessimistic, emotional, subjective, easily depressed, vulnerable, and tends to gossip.

Potential Misunderstanding of Others about the Mercy Shower

1. Others may view your sensitivity as personal interest.
2. Others may view your emotional intensity as anger or disapproval.
3. Others may take advantage of your listening ear.
4. Others may view your crusading spirit as pushy or intolerant.

Potential Abuses of the Gift of Mercy

1. He tends to be indecisive.
2. He is often prone to take up another person's offense.
3. He is easily hurt by others.
4. He empathizes too much with the suffering of others.
5. His affectionate nature is often misinterpreted by the opposite sex.