

The Motivational Gift Survey

How To Discover Your Gifts

Each one of us is uniquely gifted to do some kind of work. It was God's plan for us even before we were born. These gifts are given to each of us and they determine our place in the Body Of Christ and help it function effectively. Each of these gifts represents part of the ministry of Jesus and because Jesus Christ dwells within us, we'll see all of the gifts to some extent in ourselves, but one or two will usually tend to be more dominant. Recognizing our primary foundational gift does not excuse us from developing ourselves in the other areas.

We find these gifts listed in Romans 12:6-8 (NIV) *We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.*

You can take this simple personal survey to discover your primary motivational gift.

The Gifts Survey

This survey is an easy-to-use tool designed to assist you in defining your strengths in ministry. The results will help you have a clearer understanding of the part God would have you play in the body of Christ at Church On The Rock.

Every believer is a crucial part to the overall health and strength of the local church. We can be our strongest and most effective when each member is doing his part. We believe that every member is a minister and we hope this tool will assist you in the exciting discovery of your unique combination of gifts.

How To Take The Survey

The survey is not designed to be an exhaustive analysis of your gifts but rather a tool to help you understand what motivates you spiritually.

Some traits may reveal weaknesses that can be associated with particular strengths. Keep in mind when you score yourself low on a strength or high on a weakness, it does not mean you are unspiritual, weak, or bad. When you select a low score for yourself, it simply means that you don't think that trait is a motivating factor in your life or ministry.

- To the left of each descriptive statement rate yourself from 0 to 5 in relation to that statement (0 = Never True; 5 = Always True).
- Once you have gone through this entire portion of the outline, go back and total your scores for each gift section.
- Your highest score indicates your primary foundational gift. Other high scores indicate secondary gifts.

The Motivational Gift of Prophecy

1. CHARACTERISTICS

- _____ a. Able to clearly identify good and evil and hates evil.
- _____ b. Sees everything as either black or white, with no gray areas.
- _____ c. Easily discerns the character and motives of individuals and groups.
- _____ d. Encourages people to repent of wrongdoing and looks for evidence of repentance.
- _____ e. Views the Bible as the final authority of Truth and the basis for all belief and action.
- _____ f. Is very frank and outspoken and doesn't mince words.
- _____ g. Has strong convictions and high personal standards.
- _____ h. Grieves deeply over the sins of others.
- _____ i. Helps others to see their blind spots and is eager to discover his own.
- _____ j. Is very protective of the plan and program of God.

2. WEAKNESSES

- _____ a. Tends to be judgmental and blunt.
- _____ b. Tends to be so focused on the goal that he fails to recognize partial progress
- _____ c. Tends to be pushy in trying to get others to mature spiritually.
- _____ d. Tends to be intolerant of opinions that differ from his own.
- _____ e. Tends to struggle with self-image problems.

_____ Total

The Motivational Gift of Serving

1. CHARACTERISTICS

- _____ a. Easily recognizes practical needs and is quick to meet them.
- _____ b. Is a detail person with a good memory.
- _____ c. Has a high energy level and will stay with a project until it is finished.
- _____ d. Has a hard time saying "NO" to requests for help.
- _____ e. Enjoys working on short-term, immediate goals rather than long term goals.
- _____ f. Shows love for others through actions rather than words.
- _____ g. Tends to do more than asked to do.
- _____ h. Does not want to be in charge of projects or lead others.
- _____ i. Tends to be a perfectionist and does things meticulously.
- _____ j. Prefers to just do a job himself rather than delegate it.

2. WEAKNESSES

- _____ a. Tends to be critical of others who do not recognize and help with obvious needs.
- _____ b. Tends to neglect own personal and family needs by becoming too busy in helping others.
- _____ c. Tends to be pushy or interfering because of eagerness to help.
- _____ d. Tends to have trouble accepting help from others.
- _____ e. Tends to be easily hurt when unappreciated.

_____ Total

The Motivational Gift of Teaching

1. CHARACTERISTICS

- _____ a. Believes that the teaching of the Word is foundational to everything.
- _____ b. Presents truth in a logical, systematic way.
- _____ c. Validates truth by personally checking things out.
- _____ d. Loves to study and do research; enjoys word studies.
- _____ e. Prefers to use illustrations from the Bible rather than everyday life.
- _____ f. Gets upset when Scripture is used out of context
- _____ g. Emphasizes facts and the accuracy of words.
- _____ h. Is intellectually sharp.
- _____ i. Is self-disciplined and emotionally stable.
- _____ j. Prefers teaching believers rather than engaging in evangelism.

2. WEAKNESSES

- _____ a. Tends to neglect the practical application of truth.
- _____ b. Tends to be legalistic and dogmatic.
- _____ c. Tends to be unteachable and slow in accepting the viewpoints of others.
- _____ d. Tends to develop pride in his intellectual ability.
- _____ e. Tends to be easily sidetracked by new interests.

_____ Total

The Motivational Gift of Exhortation or Encouragement

1. CHARACTERISTICS

- _____ a. Loves people and accepts them without judging them.
- _____ b. Loves to encourage others to grow and live victoriously.
- _____ c. Emphasizes practical application rather than just knowing the facts.
- _____ d. Enjoys counseling people.
- _____ e. Prescribes specific steps of action to take to solve problems.
- _____ f. Is a good communicator.
- _____ g. Wants the full attention of his listeners when he is speaking and likes to see a visible response from them.
- _____ h. Likes to use illustrations from everyday life to help explain the Word.
- _____ i. Sees trials as opportunities for personal growth.
- _____ j. Usually well-liked and loved by people because of his positive attitude and outlook.

2. WEAKNESSES

- _____ a. Tends to interrupt others in eagerness to state opinions or give advice.
- _____ b. Tends to be matter-of-fact in prescribing steps of action.
- _____ c. Tends to be outspoken and opinionated.
- _____ d. Tends to become overly self-confident.
- _____ e. Tends to be willing to use Scripture out of context to make a point.

_____ Total

The Motivational Gift of Giving

1. CHARACTERISTICS

- _____ a. Gives freely of money, possessions, time, energy, and love to help others.
- _____ b. Quickly volunteers to help whenever a need is seen.
- _____ c. Loves to give quietly without others knowing about it.
- _____ d. Feels delighted when his gift is an answer to a specific prayer.
- _____ e. Likes to support worthwhile ministries and feels he is a part of them.
- _____ f. Has strong belief in tithing and giving offerings.
- _____ g. Sees himself as giving to God, not people.
- _____ h. Likes to give gifts of high quality.
- _____ i. Possesses both natural and God-given wisdom in financial matters.
- _____ j. Tends to be successful in business and has the ability to make money.

2. WEAKNESSES

- _____ a. Tends to want to control how contributions are used.
- _____ b. Tends to pressure others to give.
- _____ c. Tends to use financial giving to get out of other responsibilities.
- _____ d. Tends to upset family and friends with unpredictable patterns of giving.
- _____ e. Tends to spoil own children or other relatives.

_____ Total

The Motivational Gift of Administration or Leadership

1. CHARACTERISTICS

- _____ a. Is a visionary person who is able to see the big picture and enjoys working on long-term goals.
- _____ b. Likes to organize jobs for which he is responsible.
- _____ c. Does not enjoy doing routine tasks.
- _____ d. Knows when to shift from old methods to new ones.
- _____ e. Able to coordinate resources and people to accomplish tasks or goals.
- _____ f. Able to delegate tasks to the appropriate people.
- _____ g. Able to communicate ideas and organization clearly.
- _____ h. Will assume responsibility if no specific leadership exists.
- _____ i. Willing to endure criticism in order to accomplish goals.
- _____ j. Likes to move on to a new challenge once a project is completed.

2. WEAKNESSES

- _____ a. Tends to become upset when others do not share the same vision.
- _____ b. Tends to become callous as a result of being a target for criticism.
- _____ c. Tends to fall into using people to accomplish personal goals.
- _____ d. Tends to drive others too hard because he himself is a hard worker.
- _____ e. Tends to neglect personal and family needs to pursue his work.

_____ Total

The Motivational Gift of Mercy

1. CHARACTERISTICS

- _____ a. Attracted to people who are hurting or in distress.
- _____ b. Concerned about the feelings of people and is more concerned with meeting their emotional needs than their physical needs.
- _____ c. Sensitive to how words and actions may hurt others.
- _____ d. Takes actions to eliminate or ease the hurts of others.
- _____ e. Avoids conflict and confrontations.
- _____ f. Always looks for the good in people.
- _____ g. Has a great capacity to show love and enjoys doing thoughtful things for others.
- _____ h. Able to discern the spiritual and emotional atmosphere surrounding a group or an individual.
- _____ i. Easily detects insincerity or wrong motives.
- _____ j. Is drawn to others who have the gift of mercy.

2. WEAKNESSES

- _____ a. Tends to be easily hurt by others.
- _____ b. Tends to take up another person's offenses.
- _____ c. Tends to become too emotionally involved with people.
- _____ d. Tends to be indecisive.
- _____ e. Tends to cut off those who are less compassionate.

_____ Total

YOUR GIFT SURVEY SCORE

1. Total each gift at the bottom of each page
2. Transfer those totals to this page.
3. Circle your highest score or scores.

Prophecy _____

Serving _____

Teaching _____

Exhortation _____

Giving _____

Administration _____

Mercy _____

My primary foundational gift is

A Word About Your Score

You may discover one or two of your strengths from this survey. This information alone should not be the only factor in selecting a ministry in which to become involved. Go where your heart is. Select a ministry that you enjoy. Within that ministry you will likely have the opportunity to operate in your gift.

Prophecy

A person who is gifted in the area of prophecy has the ability to proclaim God's truth without compromise. He has strong convictions and expects others to do as well. He has the need to express himself verbally, especially regarding right and wrong and may be quick to make judgments of others and to speak his opinion. He may be painfully direct when correcting others, possessing an unusual ability to discern the sincerity of others. He is persuasive in defining right and wrong, and is very persistent in expressing his feelings regarding needs for change. If you scored high in this area, you should look for a ministry area wherein you can challenge others to live by God's standards as set forth in His Word.

Service

A person who is gifted in the area of service has the ability to perform any task with joy which benefits others and meets practical needs. He may have the tendency to disregard personal health and comfort to serve others. He often gives attention to details and appreciates having clear instructions to follow. He enjoys the process of serving as much as the end result, and derives satisfaction from being with others who are also serving. If you scored high in this area, you should consider being involved in an area of ministry in which your strengths of faithfulness and attention to detail can be utilized.

Teaching

A person who is gifted in the area of teaching has the ability to explain God's truth so there is understanding and application in the lives of others. He has a desire to research and present truth in an organized and systematic sequence. He is often alert to details, and places a great deal of emphasis on accuracy. He is motivated by the desire to learn and share knowledge with others, and he believes strongly in the importance of teaching as a basic foundation on which the church grows and remains faithful. If you scored high in this area, you should consider being involved in a ministry role wherein you can challenge others with Bible truths which you have discovered in your personal studies.

Exhortation or Encouragement

A person who is gifted in the area of exhortation has a special ability to encourage others in the Body of Christ by giving them needed words of comfort and encouragement. He is especially attracted to individuals who are genuinely seeking spiritual growth and often is willing to share past personal failures to help motivate others toward greater spiritual maturity. He has the ability to give clear, precise instructions that will help others to be encouraged in their growth. Others feel comfortable around him. If you scored high in this area, you should consider being involved in an area that enables you to encourage individuals to keep growing and reaching for greater things.

Giving

A person who is gifted in the area of giving has the ability to give material goods and financial resources with joy, so that the needs of the Lord's work and the Lord's people are met. He often can discern wise investments and is usually a very effective money manager. While desiring to give quietly and without recognition, this individual is encouraged when he knows that the needs of others have been met and their prayers have been answered. He is more likely to give at the Lord's

prompting than to man's appeal and can often see financial needs before others do. If you scored high in this area, you should consider which ministry in the church you want to support most and know that your example can encourage others to do the same. You will probably want to become active in that same ministry so you can see the results of your giving.

Administration or Leadership

A person who is gifted in the area of administration or leadership is a goal-oriented person. He often has strong organizational abilities which make it possible to coordinate resources and tasks to accomplish the objective. He receives great joy in completing a project and helping others to work together to get it done. If you scored high in this area, you should consider being involved in an area of ministry in which you can utilize your organizational strengths to carry out the vision of the church.

Mercy

A person who is gifted in the area of mercy has immediate compassion for those suffering physically, mentally, or emotionally. He derives great joy from meeting the needs of those that are hurting and often attracts people who are in distress. He usually has a personal need for friendships and often can aid in healing personal hurts in others by being open and genuinely caring for others. He would rather remove a hurt than learn a lesson from it. He tends to avoid confrontation and firmness because it may close another person's spirit to the help they need. He is very patient and non-critical toward others. If you scored high in this area, you should consider being involved in an area of ministry where people come with emotional hurts and need the sensitivity you can offer them.