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Motivational Gifts: Do They Really Shape Our Personalities?

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**Motivational Gifts:
Do They Really Shape Our Personalities?**

Nichole R. Nichols, B.A.

An Abstract Presented to the Faculty of the
Communications Department of Lindenwood University in Partial
Fulfillment of the Requirements for the
Degree of Masters of Communication

ABSTRACT

This culminating project will focus on the study of Motivational Gifts found in the New Testament of Romans namely, Perceiver, Server, Teacher, Exhorter, Giver, Administrator and Compassion. These gifts highly influence one's personality.

Research has shown an increase in interest in spiritual gifts in the last decade in church ministries. However a literature review reveals that no existing instruments have developed testing for Motivational Gifts that does not focus on biblical principles.

Though many books explore motivational gifts from different perspectives including church growth, awareness, discovery, use, self-assessment, and personal growth, the motivational gift tests commercially available today are worded to apply to Christians or for use in the church which makes the instrument to determine one's gift difficult to use in secular organizations.

Because Motivational Gifts have only been used in a Christian environment there still remains a need for a reliable instrument that not only tests Christians but the secular world as well.

The purpose of this study is to determine if the gifts listed in Romans shape the personality of individuals and to conduct testing to see if the religious based gifts are applicable and useful in a secular setting. This study will assist in identifying Motivational Gifts that operate throughout a person's life. It will define the seven Motivational Gifts outlined in Romans 12:6-8, which are Perceiver, Server, Teacher,

Exhorter, Giver, Administrator (Leader), and Mercy. These seven gifts describe an individual's "frame of mind" for dealing with life situations.

Three Hundred and Forty-nine people participated in the study. Participants were given a workbook that described the characteristics of each gift and provided a scoring scale of 0 to 5 with 0 meaning that no behavior occurs and 5 meaning that the behavior occurs all the time. The purpose of completing the gift test was to assist individuals in identifying their Romans 12 "Motivational Gift".

Results of the testing suggest that the Motivational Gifts can be applied usefully in secular settings and have promise for use in education, employment as well as in clinical and marital counseling.

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FACULTY IN CHARGE CANDIDACY:

Director of LCIE Communications Program – Michael Castro, Ph.D.

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Chapter I

INTRODUCTION

The purpose of this project is to look at the Spiritual (Motivational) gifts listed in the New Testament, Romans 12, determine if the gifts listed in Romans shape the personality of individuals and to conduct testing to see if the religious based gifts are applicable and useful in a secular setting. It will also introduce Myers-Briggs Type Indicator (MBTI), a psychological assessment instrument based on Jungian personality type theory. It is important to note that within this study, the focus is specifically upon Romans 12 (Motivational) gifts not Myers-Briggs Type Indicator. However, reference and conclusions may also apply to personality types.

For several years, Motivational Gifts have received increasing attention among the Christian Church. I was first introduced to Motivation Gifts by my mother, Marsha Bonds, who introduced it to our family 20 years ago and made it a part of our lives. She read about the instrument in a church study group at Abundant Life Fellowship from a book written by Don & Katie Fortune called Discover your God-Given Gifts.

In September of 2004, I received an email from my mother that the Fortunes were offering a comprehensive teaching materials and training on Discover Your God-Given Gifts, Discover Your Spouse's Gifts and Discover Your Children's Gifts.

At first I didn't see the relevance on how the training could be of benefit, so I was reluctant to go. I was fortunate to know my gifts and applied them in my teen years. I also had the advantage of working in a field where my gifts were being utilized.

After persuasion from my mother, I decided to join her and attend the training. During the training I began to reflect not only on my gifts but those in my immediate family. The training provided me with insight that was needed for me to build positive, nurturing relationships with not only my family but with my peers and employees. I began to focus more in the areas of the gifts in order to understand my husband, children and co-workers, to become more accepting of them and why they acted and responded the way that they did.

It was like discovering a long-lost map that led to an indescribable treasure. The training covered:

- Why you think and act the way you do
- How gifts affect your relationships
- What career or ministry suits you best
- How using your gifts will bring you joy
- How to overcome conflicts with others
- God's purposes for creating you with gifts

The training opened me for a new dimension of understanding of how the gifts work when they are applied to life situations. Thus, my new life was launched with a mission to tell others how the gifts can work for them as well.

The seven gifts of Roman's 12 are also known as the non-miraculous spiritual gifts, they are given by God's grace to all Christians yet no one Christian will receive all seven gifts as stated by Paul in his letter to the Romans. Many Christians believe the purpose of the gifts is to benefit those who have been created by God. In this sense

they are not just for Christians to show Christians but also to show to non-Christians. In this way there is a better chance of bringing people to Christ.

Christians also believe that God has given us these gifts and, through the work of His Holy Spirit, which provides the help we need to develop and use the special gifts. Christians say these gifts are not chosen by the individual but by God and the Holy Spirit. They believe that the Gifts may take many years to manifest themselves and may also be sporadic. Once the gift has been recognized, then it will grow within the person; however, it will need the help of the person to become manageable. It is not something that can be switched on and off.

When a person receives a gift it does not mean that they have been called to a certain office or to carry out a particular mission. For example if a person discovers that they have the gift of prophecy they should not give up their normal day job in order to carry out a prophetic role. It is believed that God gives us these gifts for those outside the church group, to reach all walks of society and not just those who have opened their hearts to him. For example a person may have the every day employment of an accountant, lawyer, teacher or even a mother. God takes this person and gives them the gifts they need for his purposes: for example, such as a person might minister to the poor and needy, encourage someone who is going through a bad situation or become a youth group leader in the church.

This study will assist in identifying Motivational Gifts that operate throughout a person's life. It will allow individuals to respond to various statements concerning the seven Motivational Gifts outlined in Romans 12:6-8, which are Perceiver, Server, Teacher, Exhorter, Giver, Administrator (Leader), and Mercy. These seven gifts

describe an individual's "frame of mind" for dealing with life situations. It is believed that Motivational Gifts highly influence the way people relate to one another and circumstances.

There are three categories of gifts mentioned in the scriptures. These are not necessarily the only gifts, but they do seem to cover the full range of gifts that operate today. Some gifts are mentioned in more than one list, but this is to express different aspects of that gift. The key passages that establish the three categories of gifts are quoted and discussed below:

a. Motivational Gifts.

[Romans 12:3-9] "Use our different gifts in accordance with the grace that God has given us." These gifts recognize that God has given us different measures of grace or motivation to accomplish his will. That grace is a function of our faith in recognizing and using our spiritual gifts. We are likely to have one motivational gift, which is stronger than any of the others, but others will also play some part in our gift mix. These are the seven motivational gifts mentioned earlier.

b. Manifestation gifts.

[1 Corinthians 12:7-11] "The Spirit's presence is shown in some way in each person for the good of all." These gifts recognize the purpose of the Spirit showing or manifesting his supernatural power in us, particularly in a time of prayer or worship. We operate one gift at a time, but the body is intended to exercise all of them. There are nine gifts in the list.

c. Ministry Gifts.

[Ephesians 4:11]. "To prepare all God's people for the work of Christian service,

in order to build up the body of Christ." These are leadership gifts or ministries that are more closely tied to the role that a person has in the church. There are five of these gifts.

Motivational Gifts are basic gifts that affect the way people see the work of others. They are not purely natural talents, but a combination of natural and supernatural abilities.

Motivational Gifts are not Christian roles, such as Sunday school teaching, but are the Spirit empowered way of doing things, in whatever role is played. Motivational gifts will cause individuals to do this task differently from someone else who is doing the same task.

They are not the fruit of the Spirit [Galatians 5:22]. We are all expected to grow in all the fruit of the Spirit, whereas individuals are likely to have only one major motivational gift. Motivational gifts are abilities.

Manifestation gifts are given at the time when individuals need to use them, but motivational gifts are with individuals all the time, in everything that they do. They can be so much part of one's life that one may have failed to realize that they are within. Motivational gifts will affect which leadership gifts one may exercise.

Within each person there is a certain desire to understand oneself and one's connection to others. As psychology continues to increase understanding of more detailed needs of individuals, psychological tests have also been developed to help individuals with their specific areas of need. Personality Profiles are one of the areas in testing, which can help individuals explore their character and temperament types. Two

of these tests are The Keirsey Temperament Sorter (KTS) and the Myers-Briggs Type Indicator (MBTI).

Personality profile inventories, including the KTS, have become extremely popular since the development of the MBTI. The premise that everyone is different to some degree and that there is a way to measure and evaluate these differences has a wide range of modern applications. Everyone seeks to fill that inner void they feel inside their soul, whether consciously or unconsciously, and personality profiles can be one step in the direction of discovering who we truly are as individuals. The true simple realization for personal fulfillment is that life is a gift and we all have been given different talents and interests, and that we have the opportunity to choose what we would like to do with our life. However simple this truth may be, many people do not know this and suffer great turmoil as to who they are and what they should be. To freely be who we are may be the objective, but getting there can be very elusive.

In 1942, Briggs and Myers began to develop items to tap attitudes, perceptions, feelings, and behaviors according to their understanding of personality type. They published their first version of the MBTI Manual in 1962 and revised it in 1985 (Myers & McCaulley) to make C. G. Jung's personality type theory understandable and useful in people's lives. It has become one of the most popular and widely used psychometric instruments for assessing personality characteristics in non-psychiatric populations.

The MBTI is a psychometric instrument designed to sort people into groups of personality types. Jungian theory believes that variation in human behavior is not due to chance, but to basic and observable differences in the ways people prefer to use their minds to gather and process information.

Everyone has a personality, a certain uniqueness about themselves just like their DNA. DNA links the uniqueness in everyone from one's fingerprints, skin color and hair follicles down to their shoe size. All can be scientifically measured and identified. Just as everyone's DNA makes him or her unique so does his or her personality (Motivational gifts). Unfortunately, most people do not know them.

The Myers-Briggs Type Indicator (MBTI) is a questionnaire used to identify preferences and temperaments, which can then be correlated with psychological type. It measures perception, judgment, interest, values, needs and motivation. These preferences are Extroversion (E) /Introversion (I), Sensing (S)/Intuition (I), Thinking(T)/Feeling (F), and Judgment (J)/Perception (P).

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

The EI index (or scale) is designed to reflect whether the person is an extrovert or introvert. The SI index is designed to reflect the person's preference between two opposite ways of perceiving, i.e., whether he relies primarily on the familiar process of sensing...or primarily on the less obvious process of intuition. The TF index is designed to reflect the person's preference between two opposite ways of judging, i.e., whether he relies primarily upon thinking or primarily upon feeling. The JP index assigns a preference to one of the other two mental functions themselves. That is, either the perceiving (SN) function or the judging (TF) function is said to be dominant in one's dealings with the world.

From these preferences, sixteen combinations or personality types emerge, each having unique traits and behavioral preferences.

The Keirsey Temperament Sorter is based initially upon the work of Isabel Myers and the Myers-Briggs Type Indicator. Keirsey labeled the four temperaments Artisans, Guardians, Idealists, and Rationales; these temperaments correspond closely to Myers descriptions of SPs, SJs, NFs, and NTs.

The KTS asks the respondent to provide preferences to seventy questions. Based on responses to the seventy questions, the respondent is rated on four variables. These four variables are 1) Extroversion or Introversion (E or I), 2) Intuition or Sensing (N or S), Thinking or Feeling (T or F), and Judging or Perception (J or P). Because there are two possibilities for each of the four variables, there are sixteen possible results on the Keirsey Temperament Sorter just as they are for Myers-Briggs. Each of these sixteen temperament groups has their own unique set of personality traits.

Sorting people by different personalities has gone on for thousands of years and understanding that history and the systems that developed can help individuals find a system that will shed light on their own personality and the personalities of those around them.

When understanding the Motivational Gifts and how behavior is due to a driving force or impulse that God has given to everyone, individuals will better understand why some of their actions cause a reaction rather than a response in others and why they sometimes feel threatened by certain people. As one begins to apply this new awareness to their life, personality conflicts will disappear.

The purpose of this research is to assist individuals in identifying their Motivational Gifts. In identifying their gift, participants will acknowledge if their Motivational Gifts shape their true personality. This research will allow one to respond to various statements concerning the seven Motivational Gifts outlined in Romans 12:6-8, which are: Perceiver, Server, Teacher, Exhorter, Giver, Administrator and Compassion.

Chapter II

LITERATURE REVIEW

Despite the increased interest in spiritual gift in the last decade, there still remains a need for a reliable instrument that not only tests Christians but the secular world as well. I have assisted in developing a universal instrument to test individuals who may not practice a particular faith.

A literature review revealed no existing instruments has undergone testing in Motivational Gifts that does not focus on biblical principles. There are many books on motivational gifts from different dimensions including church growth, awareness, discovery, use, self-assessment, and personal growth by Bryant, Fortune & Fortune, Gothard, Lim, and Wagner.

Bryant, Bugbee, Cousins and Hybels, Flynn, Fortune and Fortune, as well as Gothard imply in their writings that motivational gifts are indicators of life purpose, thus there may be application of motivational gifts to the study of job satisfaction and performance in organizations.

Bryant, identifies, defines, and discusses thirty spiritual gifts including giving, healing, hospitality, service, witnessing, and music in his book Rediscovering Our Spiritual Gifts. He encourages individuals to discover the particular gifts given to them by the Holy Spirit and then use these gifts to build up the body of Christ. Bryant defines "Spiritual gifts as special, extraordinary abilities that God gives to build up the body of Christ, the Church, for ministry to its members and, through its members, the world

(59)." The book includes a "Grace Gifts Inventory" to help readers name and apply the spiritual gifts in their lives.

Bugbee, Cousins and Hybels in their book, The Network Leader's Guide enables you to effectively lead believers through Network's Discovery sessions. It is designed to be interactive. At one glance, the leader can view the notes, timed activity, corresponding page in the participant's guide, and the appropriate overhead transparency. The design and content enable the average leader to have above average success.

The Leader's guide supplies a three step process: 1) Discovery of an individual's Servant Profile which includes, spiritual gifts, Passion/area of ministry and personal work style, 2) Consultation and 3) Ministry placement. This system provides training modules for Teachers and Consultants and helps a church to define its ministry opportunities for those looking to become more involved. The Leader's guide also provides easy to follow teaching plans and the consultant guide gives example phrases and detailed outlines for consultations.

Each participant in Network are suppose to work through a series of assessments, which leads them to discover their unique blend of spiritual gifts, passion, and personal style. The participants are also taught the biblical nature and purpose of the church as the body of Christ and the unique importance of each member's contribution.

In the book 19 Gifts of the Spirit, Flynn tells us that he believes that his book is Charismatic, which is a Greek word meaning "gifts of grace," and that the gifts are supernatural. Unfortunately, his definitions of some of the gifts are limited. He does not

use the traditional definition of charismatic. He holds to the convention that God does not give any new revelations, only that written Scripture is clarified.

For example, "Word of Knowledge" according to the author, "enables the believer to search, systemize and summarize the teachings of the word of God." It is then shared with others. The difference between this and teaching, he says, depends whether we emphasize communication or knowledge. Throughout the book, he implies that some of the gifts are not for today and if they are for today, that they are for set and determinable circumstances.

The Fortunes treat their subject as "gifts that shape our personalities." Discovery Your God-given Gifts gives biblical teaching that focus on motivational gifts found in Romans they expound on the Romans 12 gifts from the same perspective that this research takes, i.e., personality types. They discuss the gifts from a practical perspective using the application of this theory in the church as their guide to validity.

The Fortune's teach how to better understand each other through administration and interpretation of tests, which measure a person's God-given gifts. They examine manifestation gifts, ministry gifts, and motivational gifts and focuses extensively on Romans 12:6-8 listing of seven "motivational" gifts. The most curious aspect of their training was they renamed the gift of prophecy to "perceiver." They justified this name change for the sake of clarification so the reader would not be confused.

At the time of the book's publishing date, the Fortunes had taught motivational gifts seminars for twelve years. They testify that the practical application of the motivational gifts validates the Motivational-Gifts theory. The Fortunes also provide testing tools for the reader to identify their gifts. The tests details three levels: adult,

teen, children, as well as offers charts to help each person find the career or ministry that suits them best.

Gothard's research, How to Understand Spiritual Gifts, deals exclusively with the Motivational Gifts found in Romans 12. It shows that different people representing different Motivational Gifts will respond to the same situation in different ways. While this work sees the Romans 12 gifts from the Motivational-Gifts theory, it lacks sophistication. However, what it lacks in sophistication it may make up in its benefit of having been used in practical applications for hundreds if not thousands of people, and from that empirical data, Gothard was able to conclude that the Motivational-Gifts theory seemed to be confirmed in the practical lives of those "interviewed."

Horton in his book, What the Bible Says about the Holy Spirit provide a Classical Pentecostal perspective. Horton is opposed of the idea of personality types theory in relationship to the gifts. He strongly believes that we need a sound understanding of the Holy Spirit in order to effectively minister in these last days. Horton covers the entire biblical teaching on the Holy Spirit from Genesis to Revelation. He breaks the study down into various themes from creation to salvation.

Another Classical Pentecostal perspective comes from David Lim, an ordained Assemblies of God minister. Lim seems to recognize the validity of the Motivational Gifts theory and helps to bridge the gap between the conventional perspective and the motivational gifts theory in his book Spiritual Gifts. He states:

Some have seen three categories of gifts: motivational gifts (Romans 12: 6-8), power gifts (more supernatural than the others in appearance, not in fact; 1 Corinthians 12:7-11), and leadership gifts (Ephesians 4:11-13). Because of the

lack of decisive biblical support for these categories and because of the overlap in functions within each gift list, it is difficult to be dogmatic here. Every effort to bring the gifts into practical operation is commendable. Any categorization of gifts ought to be concerned with their function. But perhaps more important than having an eye for categorization is a sensitivity for how the Holy Spirit uses individuals. The question is not so much one of biblical theology as of church dynamics. What is God uniquely doing at this point in the church's history and in individual lives? (206)

Lim makes several interesting points throughout this quote. He admits to the idea that some people have separated the gifts into the three major categories. While his terms are not the same used elsewhere in this research, the basic distinction of these three groups is the same.

Even though Lim does not openly embrace these distinctions and categories, he does list them in a rather friendly way; and, while he is quick to point out the need for understanding function over category, he appears to be sympathetic to the categories.

Maslach & Jackson believes burnout is viewed as a unique consequence of long-lasting stress through a process of emotional exhaustion, depersonalization, or dehumanization and a belittling of personal accomplishment.

We know that there is a relationship between a lack of motivation and an increase in apathy with regard to burnout (Maslach & Jackson) and in support of the relationship between motivational gifts and burnout, Bryant concluded that people, when using their motivational gifts may wear out, but they won't burn out. Thus, there may be a useful application of the Romans 12 gifts to the person-job fit field of study.

Wagner in his book Spiritual Gifts Can Help Your Church Grow lays the groundwork for more specific aspects of Motivational Gifts. Wagner was the first author identified as introducing the concept of "gift-mix." He states that each person may (and most generally do) have more than one gift. The combination of the gifts that a person has is called his gift-mix. Also, Wagner moves from simply stating what a gift is to what the person who has that gift is like. In this is seen a movement into the Motivational-Gifts theory. After describing the gift of prophecy, Wagner says that people with this gift "like to use their energies in making pronouncements concerning public righteousness and they are usually very critical of contemporary culture(230)."

Myers Briggs is one of the most popular personality models used in corporate America. She has developed a universal model of personality that focuses on how you *prefer* to behave - not how you actually behave. This test is not developed from the Romans 12 Motivational Gifts but share similar outcomes in behavior types. Myers-Briggs also provide a questionnaire to identify personality types.

In 1942, Briggs and Myers, with no formal training in psychology or statistics and no academic sponsorship or research grants, began themselves to develop items to tap attitudes, perceptions, feelings, and behaviors according to their understanding of personality type. Myers continued her work by submitting the items to empirical testing and gathering a vast amount of data; revising test forms accordingly and published the first version of the MBTI Manual in 1962. Myers & McCaulley revised the Manual in 1985. In 1995 Briggs-Myers & Myers published a Gifts Differing: Understanding Personality Types. Myers' desire for the MBTI to be summed up by her comment to her

associate, Dr. Mary McCaulley (1998), "You psychologists focus on what's wrong with people. The MBTI is about what's right with people."

In Gift Differing Isabel Briggs Myers and Peter Meyers use this text to introduce people to the research and understanding of psychological type theory as founded by Carl Jung and expounded by Isabel Briggs Myers. The book is interestingly taken from Romans 12:6 "Having then, gifts differing, according to the grace that is given to us."

Carl Jung's legacy to "Christian psychology" is both direct and indirect. His influence in the church is vast and affects sermons, books, and activities, such as the prolific use of the Myers-Briggs Type Indicator (MBTI) by seminaries and missionary organizations. Some professing Christians, who have been influenced by Jung's teachings, integrate aspects of Jungian theory into their own practice of psychotherapy. They may incorporate his notions regarding personality types, the personal unconscious, dream analysis, and various archetypes in their own attempt to understand and counsel their clients. Other Christians have been influenced more indirectly as they have engaged in inner healing, followed 12-step programs, or taken the MBTI, which is based on Jung's personality types and incorporates his theories of introversion and extroversion.

The motivational gift tests commercially available today (Bryant, Bugbee et al., Fortune & Fortune, Gilbert, and Wagner) are worded to apply to Christians or for use in the church. Wording such as "God has given me a unique ability to acquire wealth" and "I enjoy teaching and guiding a group of Christians" make the instrument difficult to use in secular organizations.

However, if the gifts are God-given to everyone, then everyone, including non-Christians in secular organizations should be able to produce scores and these scores should be consistent with reliability and validity measures. Further, the commercially available gift tests are attitude focused asking the test taker to indicate values toward the gift use rather than measuring behavior.

I assisted in the development of a test to measure the frequency of behavior rather than attitude towards each gift from the Fortunes material, and use non-religious language rather than religious language; thus, the instrument is suitable for a secular audience.

Following the literature review on the motivational gifts, this research will present motivational testing to identify the gifts, it will also attempt to clarify what the Motivational-Gifts are, and what each motivational gift mean.

To provide a background for this study and the development of this instrument the following selective review of the literature (a) examines the basis for motivational gifts of Romans 12, (b) defines each gift, (c) discusses the idea of one's gift mix or profile.

Chapter III

SELECTIVE REVIEW OF RESEARCH

This research information was adapted and modified from a comprehensive training on Motivational Gifts given by Don & Katie Fortune, authors of Discover Your God-Given Gifts. The purpose of this project is to look at the Spiritual (Motivational) gifts listed in the New Testament of Romans, determine if the gifts listed in Romans shape the personality of individuals and to conduct testing to see if the religious based gifts are applicable and useful in a secular setting. There are seven motivational gifts listed in Romans 12:3-8. Very few of us are characterized by only one of these gifts. Most often individuals have a combination of gifts with one being more prominent than the other.

Some ministries tend to put all the "gifts" mentioned in Scripture together, as if they are all the same. However there are three different and separate categories of gifts in the New Testament. While all three groups are composed of "gifts," as mentioned in the introduction, each group is unique and distinct from the other.

I Peter 4:10 holds the key to understanding many things about one's self – why people think and act the way they do, how they relate to others and circumstances around them, and what makes them the special individual they are. This passage states:

“As every man hath received the gift, even so minister the same one to another, as good stewards of the manifold grace of God.”

(King James Version)

The Amplified Translation states the verse as, “As each of you has received a gift (a particular spiritual talent, a gracious divine endowment), employ it for one another as [*befits*] good trustees of God's many-sided grace – faithful stewards of the extremely divers [*powers and gifts granted to Christians by*] unmerited favor.”

Note that every believer (person) has been given a gift – or “gifts” and commanded to employ it or them for the benefit of others. God would not command anyone to use something they do not possess. Where do these “gifts” come from and how do we possess them?

The Bible teaches that there are:

- Motivational Gifts – (Romans 12:6 – 8)
- Ministry Gifts – (Ephesians 4:11-12)
- Manifestation Gifts of the Holy Spirit - (1 Corinthians 12:7-10)

This study will speak on the Motivational Gifts for clarity and understanding on the subject of the “gifts.” To keep things into perspective and to learn what the “spiritual gifts” are one will first need to know the other two. The Manifestation of the Holy Spirit:

“But the manifestation of the Spirit is given to every man [every believer] to profit withal. For to one is given by the Spirit the word of wisdom [a supernatural revelation of the right words for the occasion]; to another the

word of knowledge [supernatural revelation of fact from the mind of God] by the same Spirit; To another faith [supernatural trust in God for the miraculous] by the same Spirit; to another the gift of healing [supernatural trust in God for healings] by the same Spirit; To another the working of miracles [supernatural intervention in the ordinary course of natural laws]; to another prophecy [supernatural utterance in a known tongue]; to another discerning of spirits [supernatural insight into the spirit realm]; to another divers kinds of tongues [supernatural utterances in an unknown tongue]; to another the interpretation of tongues [supernatural showing forth the meaning of utterance in tongues]" (1 Corinthians 12:7-10)

The Ministry Gifts – God appointed positions in the Body of Christ:

"And He gave some, apostles [one sent with a special message for specific purpose]; and some, prophets [one speaking forth the message of God]; and some evangelist [one giving the message of the Good News of Jesus Christ;] and some pastors [one who feeds, or shepherds, believers] and teachers [one who instructs believers in the Word of God]; For the perfecting of the saints [the maturing of the believers], for the work of the ministry, for the edifying [building up, or strengthening] of the body of Christ" (Ephesians 4:11-12)

The Motivational Gifts

Having gifts (faculties, talents, qualities) that differ according to the grace given us, let us use them: [He whose gift is] **prophecy**, [let him prophesy] according to the proportion of his faith;" [He whose gift is] practical

service, let him give himself to serving; he who **teaches**, to his teaching;" He who **exhorts** (encourages), to his exhortation; he who **contributes** (gives), let him do it in simplicity and liberality; he who gives aid and **superintends** (administration), with zeal and singleness of mind; he who does acts of **mercy**, with genuine cheerfulness and joyful eagerness."(Romans 12:6-8)

Prior to the twentieth century, I could not find anything written about the motivational gifts except for the New Testament references. It has only been in the last twenty years that these gifts have been "rediscovered." Primarily the term motivational gifts as used here refer to the gifts that are spelled out by Paul in the twelfth chapter of Romans. Each gift can be identified and has its own set of observable qualities. Paul tells us about the gifts in Romans 12: 4-13.

Peter, reflecting on the gifts, says:

"As each has received a gift, employ it for one another, as good stewards of God's grace. Whoever speaks as one who utters the oracles of God; whoever renders service, as one who renders it by the strength which God supplies, whereby in everything God may be glorified through Christ."

Peter, like Paul, suggests that each one has received a gift and that the gift should be employed for one another and that we are to be good stewards of these God-given gifts.

Paul goes on to say more about the purposes of gifts, both motivational and ministerial in Eph 4:12-13, saying they are: "to equip the saints for the work of the

ministry, for building up the body of Christ, until all attain to the unity of the faith, and of the knowledge of the Son of God".

IMPORTANCE OF UNDERSTANDING THE GIFTS

Purpose of the Gift: The chief purpose of the gifts has to do with society. Their ultimate purpose is to produce unity. It is the glue that holds society together and causes it to function smoothly, whether in the church, business or the community. Because this is so, the gifts are best understood in group situations and experiences, for it is in a social-religious context that they were given.

The gifts have a profound effect upon our lives. This is not surprising when we consider examples from other areas of our lives. God has given everyone certain physical attributes even before they were born, how tall or short they will be, black or white, high IQ or low, etc. All these physical and mental details affect each of our vocation, education, and even the correction that takes place in our lives. So it is with the gifts; they influence ones heart, mind, and spirit.

One should not underestimate the value of knowing the gifts. It provides insight into why a person makes the kind of decisions that are made. The gift God gives us influences how we perceive the world around us. It is called 'motivational,' because it is a driving force in our behavior. Understanding this affects our willingness to accept and forgive certain behaviors in family and friends. This knowledge prepares one to communicate more effectively.

This study will enable one to discover why they think and act the way they do. It will reveal how using these gifts will bring true joy to one's life. The seven Motivational Gifts listed in Romans 12:6-8 is the key to understand the motivating forces of your life.

The motivational gift tests commercially available today are worded to apply to Christians or for use in the church. Wording such as "God has given me a unique ability to acquire wealth" and "I enjoy teaching and guiding a group of Christians" make the instrument to determine one's gift difficult to use in secular organizations.

However, if the gifts are God-given to everyone, then everyone, including non-Christians in secular organizations should be able to produce scores and these scores should be consistent with reliability and validity measures. Further, the commercially available gift tests are attitude focused asking the test taker to indicate values toward the gift use rather than measuring behavior, which makes the commercially available tests subject to participants reporting higher scores based on belief rather than performance.

A test has been developed to measure the frequency of behavior rather than attitude towards each gift and uses non-religious language rather than religious language; thus, the instrument is suitable for a secular audience.

This study will (a) examines the basis for motivational gifts of Romans 12, (b) define each gift, (c) provide testing to show one's gift type.

The Basis for the Motivational Gifts of Romans 12

There are seven motivational gifts listed in Romans 12:3-8. Very few are characterized by only one of these gifts. Most often, each individual has a combination of gifts. However, there will usually be one of these gifts that are more pronounced.

When the Greek text is closely examined one could see that the list of gifts in Romans 12 has to do with how individuals are made. These gifts portray, or characterize, one's basic motivations; that is, how one perceives, understands, and approaches life.

These basic characteristics are built into one's personalities, but they are more than just personality traits. They are *gifts* that God has given to *each of us*.

The Characteristics of the Motivational Gifts of Romans 12

The seven Motivational Gifts outlined in Romans 12:6-8, are Perceiver, Server, Teacher, Exhorter, Giver, Administrator (Leader), and Mercy.

PERCEIVER

The gift of perceiving in Romans 12 is the most misrepresented of the seven motivational gifts. Bugbee and Wagner believe the gift of perceiving in Romans 12 is the same gift of prophecy mentioned in 1 Corinthians 12. This current study defines the motivational gift of perceiving in Romans 12 differently, as does Gothard, Flynn, and Fortune & Fortune. The Fortune 's label this the "Perceiver" gift and so have I to avoid confusion with the 1 Corinthians 12 passage.

Flynn defines perceiving as used in Romans 12 as "the Spirit-given ability to proclaim the written word of God with clarity and to apply it to a particular situation with a view toward correction or edification" (p.61). The Greek word for perceiving is "propheteia." According to Bryant it means revealing, manifesting, showing forth, making known, divulging vital information necessary for spiritual living and development. The motivational gift of perceiving in Romans 12 is the extraordinary ability to discern and proclaim truth. The secularized definition of prophecy used in this study is the ability to quickly and accurately discern good and evil and the ability to reveal truth for understanding, correction, or edification.

CHARACTERISTICS OF PERCEIVERS

- Quickly & 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.
- Has only a few or no close friendships
- Boldly operates in belief system
- Is frank, outspoken, and doesn't mince words
- Is very persuasive in method of speaking
- Is eager to see his own blind spots and to help others see theirs too
- Desires above all else to see good worked out in all situations
- Feels the need to verbalize or dramatize what he "sees"
- Tends to be introspective
- Has strong opinions and convictions
- Has strict personal standards
- Desires to what is right at all costs
- Notice things that go unnoticed by others
- Their gift is in their eyes

TYPICAL PROBLEM AREA'S OF PERCEIVERS

- 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 issues

SERVER

The gift of serving is the God-given 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 desired goals. Wagner believes this is not one-on-one or person-centered but task-oriented. The Greek word for serving is "diakonia," meaning to aid. The secularized definition of serving used in this study is 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.

CHARACTERISTICS OF SERVERS

- Easily recognizes 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 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
- Approach life thinking, "What can I do to help in this situation?"
- Love working with numbers and are excellent at any task where they must use their hands.
- Their gift is in their hands

TYPICAL PROBLEM AREA'S OF SERVERS

- 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
- Finds it hard to accept being served by others
- Is easily hurt when unappreciated

TEACHER

Bryant, Bugbee, Flynn, Horton and Wagner believe the gift of teaching is the God-given ability to clearly communicate the truths and applications of the Word in such a way that others will learn. Bryant states the Greek word for teaching is didaskalia, which means to instruct, clarify, elucidate, illuminate, simplify, and to illustrate for the sake of communication and understanding. The secularized definition of teaching used in this study is the extraordinary ability to discern, analyze, and deliver information and truth so that others will learn.

CHARACTERISTICS OF TEACHERS

- Presents truth in a logical, systematic way
- Validates truth by checking out the facts
- Loves to study and do research
- Enjoys word study Gets upset when words or research 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
- Emphasizes facts and the accuracy of words Checks out the source of knowledge of others who teach
- Solves problems by starting with facts
- 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
- Believes truth has the intrinsic power to produce change Have an exceptional ability to instruct and educate others
- Is driven by a desire to know the facts
- Continually researches and teaches others
- Searches for the truth in everything he/she encounters
- The gift of the teacher is in their minds

TYPICAL PROBLEM AREA'S OF TEACHERS

- 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

EXHORTER

Wagner believes the gift of encouraging is a God-given ability to minister words of comfort, consolation, encouragement, and counsel in such a way that others feel helped and healed. Bryant states, encouraging comes from the Greek word "parakaleo" or "paraklesis." The word has two parts: one is "a call," and the other is "companionship." Together they mean to be with and for another. The secularized definition of exhortation used in this study is the ability to call forth the best in others through encouragement and motivation.

CHARACTERISTICS OF EXHORTERS

- 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 application
- Loves to prescribe precise steps of action to aid personal growth
- Focuses on working with people
- Encourages others to develop in their personal lives

- Loves to do personal counseling
- Will discontinue personal counseling if no effort to change is seen
- Is fluent in communications
- Views trials as opportunities to produce personal growth
- Search for the good in others and accept them as they are
- Is greatly loved because of his positive attitude
- 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 Give hope, courage and confidence to those who need that extra push to accomplish their goals
- Is an excellent speaker and has an exceptional knack for persuading others
- Seeks opportunities to encourage others and build them up
- Their gift is in their mouth

TYPICAL PROBLEM AREA'S OF EXHORTERS

- Tends to interrupt others in eagerness to give opinions or advice
- Will use Scriptures 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

The gift of giving is the God-given ability to understand the material needs of others and then meet those needs generously. Bryant states the Greek word for giving is "metadidomi," meaning to turn over or to give over, share, or transfer. Bryant also believes the definition of giving used in this study is the ability to manage one's resources of income, time, energy, and skills to exceed what is considered to be a reasonable standard for giving.

CHARACTERISTICS OF GIVING (GIVER)

- Gives freely of money, possessions, time, energy, and love
- Loves to give without others knowing about it
- Wants to feel a part of the cause to which he contributes
- Feels delighted when his gift is an answer to specific need
- Wants gifts to be of high quality or craftsmanship
- Gives to support others
- Views hospitality as an opportunity to give
- Handles finances with wisdom and frugality
- Quickly volunteers to help where a need is seen
- Seeks confirmation on the amount to give
- 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 natural wisdom Have an uncanny ability to accumulate resources and wealth

- Desires to identify the needs of others and meet those needs
- Their gift is in their arms

TYPICAL PROBLEM AREA'S OF GIVING (GIVER)

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

ADMINISTRATOR (RULER)

The gift of ruling is 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 the glory of God. The Greek word for ruling is "proistemi," which means to stand over, place over, and is translated "rule." Bryant, Fortune & Fortune and Gothard call the gift of ruling the gift of administration. The secularized definition of administration used in this study is the ability to set future long-term goals and communicate those goals in such a way that others will listen and work to achieve them.

CHARACTERISTICS OF ADMINISTRATOR (RULER)

- Is highly motivated to organize that for which he is responsible
- Expresses ideas and organization in ways that communicate clearly
- Enjoys being under authority in order to have authority
- Will not take responsibility unless delegated by those in authority
- Will assume responsibility 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 fulfillment 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
- Have a special ability to organize, direct, and motivate others
- Naturally want to organize and lead.
- Their gift is in the shoulders

TYPICAL PROBLEM AREA'S OF ADMINISTRATOR (RULER)

- 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

- Neglects routine home responsibilities due to intense interest in "job"

COMPASSION (MERCY)

Compassion (Mercy). Wagner and the Fortune's define the gift of mercy as the God-given ability to feel genuine empathy and compassion for individuals. Bryant defines the Greek word for mercy as "eleeo," which means, "have compassion on." The definition of mercy used in this study is the extraordinary ability to feel and to act upon genuine empathy for others, who suffer distressing physical, mental, emotional, social, and spiritual pain.

CHARACTERISTICS OF COMPASSION (MERCY)

- Has tremendous capacity to show love
- Always looks for good in people
- Senses the emotions 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
- Is drawn to others with the gift of compassion
- Loves to do thoughtful things for others
- Is trusting and trustworthy
- Avoids conflicts and 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 advance and grieves to see others hurt
- Is a crusader for good causes
- Serves our social and emotional needs
- Helps others maintain right relationships Their gift is in their hearts

TYPICAL PROBLEM AREA'S OF COMPASSION (MERCY)

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

People derive their sense of self-worth and value from their culture, religion and family upbringing. They perceive themselves according to a portrait they developed early in life from the messages they received from their environment—parents, friends, teachers, etc. These may be good or bad, true or false, but it is this perception that forms the basis of how most people feel about them. One of the purposes of identifying one's Motivational Gifts is for people have the ability to see themselves as who they are and to view others in the same manner.

Chapter IV

RESULT OF RESEARCH

This research information is based from the book, Discover Your God Given Gifts, by Don & Katie Fortune. I chose to use the Fortune's survey because it gave a practical guide to the Motivational Gifts described in Romans 12; what the motivational gifts are and how to recognize them. The Fortunes provided detailed characteristics for each gift on their characteristics and their testing materials was detailed and simple to use.

The Motivational Gift Test was given to 349 participants at the Black Alcohol/Drug Service Information Center, Inc. (B.A.S.I.C.) and registered participations at North County Cares a division of Saint Louis Community College at Florissant Valley. I created a workbook along with the Director of North County Cares, Marsha Bonds and Director of Change Agents, Karen Thompson.

Participants were given a workbook that described the characteristics of each gift and provided a scoring scale of 0 to 5 with 0 meaning that no behavior occurs and 5 meaning that the behavior occurs all the time.

After they had responded to all twenty questions, participants were asked to tally their score and put the total in the space provided at the bottom of the page. Then they were asked to turn to the Questionnaire Summary Sheet and put that score in the corresponding box provided. Participants were then instructed to begin the second group of twenty questions, repeating what was done for the first set of questions.

Participants were informed that it did not matter if their score was high, low or in the middle. It is the comparison of the seven scores that is designed to help them to determine their gifts.

They were also told to transfer the score for each gift to the Questionnaire Summary Sheet. After they did so, participants were asked to write their primary, secondary gift, and so on, in the space provided below the various scores on the Questionnaire Summary Sheet.

A sample of each gift test is provided below.

The table is a large grid with approximately 20 rows and 3 columns. The text inside is very faint and mostly illegible, but it appears to be a list of items or questions with corresponding columns for data entry. The first column likely contains the items being tested, and the subsequent columns are for recording scores or responses.

The Gift Of Perceiver

Never = 0 Seldom = 1 Sometimes = 2 Usually = 3 Mostly = 4 Always = 5

1.	Quickly sees what is good or evil and hates evil.	
2.	Sees everything as either right or wrong.	
3.	Can easily tell the character of others.	
4.	Encourages others to be sorry for doing wrong.	
5.	Believes problems and difficulties can produce growth.	
6.	Has only a few or no close friends.	
7.	Knows the difference between right and wrong and does what is right.	
8.	Boldly lives by upstanding principles.	
9.	Is frank, outspoken, and doesn't have much tact.	
10.	Is very convincing with words.	
11.	Feels bad when others do things that are wrong.	
12.	Is eager to see his own blind spots and help others see theirs, too.	
13.	Desires above all else to see the principle of "right" done.	
14.	Loves to encourage the growth of others.	
15.	Thinks of others often and wish good things for them.	
16.	Likes to dramatize what he sees.	
17.	Looks inside self a lot.	
18.	Has strong opinions and beliefs.	
19.	Has strict personal standards.	
20.	Feels strong desire to be obedient.	

TOTAL POINTS _____

The Gift Of Server

Never = 0 Seldom = 1 Sometimes = 2 Usually = 3 Mostly = 4 Always = 5

1.	Is quick to meet the needs of others.	
2.	Especially enjoys working with hands.	
3.	Keeps everything neat and in order.	
4.	Remembers details easily.	
5.	Enjoys having people at his house.	
6.	Have only a few or no close friends.	
7.	Has a hard time saying no to a request for help.	
8.	Is more interested in meeting the needs of others than own needs.	
9.	Enjoys working on projects that can be finished in a short time.	
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.	Finds highest joy in doing something that is helpful to someone.	
14.	Does not want to lead others.	
15.	Has a high energy level.	
16.	Cannot stand to be around clutter.	
17.	Wants everything to be perfect.	
18.	Thinks serving is the most important thing in life.	
19.	Would rather do a job than ask someone else to do it.	
20.	Likes to help others who are in leadership get the job done.	

TOTAL POINTS _____

The Gift Of Teacher

Never = 0 Seldom = 1 Sometimes = 2 Usually = 3 Mostly = 4 Always = 5

1.	Likes to present truth in a logical way.	
2.	Always likes to check out the facts.	
3.	Enjoys studying.	
4.	Enjoys learning the meaning of words.	
5.	Likes to use analogies & illustrations to make a point.	
6.	Does not like anything to be used out of context.	
7.	Wants truth to be established in every situation.	
8.	Able to analyze without personal feelings getting in the way.	
9.	Easily develops and uses a large vocabulary.	
10.	Believes facts are more important than feelings.	
11.	Always wants to be sure that what is learned is true.	
12.	Prefers helping others grow.	
13.	Feels that intelligence is important for successful life.	
14.	Solves problems by using proven principles.	
15.	An excellent student.	
16.	Self-disciplined.	
17.	Emotionally self-controlled.	
18.	Has only a few close friends.	
19.	Has strong beliefs and opinions.	
20.	Believes truth has the power to produce change in people.	

TOTAL POINTS _____

The Gift Of Exhorter

Never = 0 Seldom = 1 Sometimes = 2 Usually = 3 Mostly = 4 Always = 5

1.	Loves to encourage others to live fully and happily	
2.	Watches for the response of others when speaking.	
3.	Would rather apply truth than research it.	
4.	Prefers learning things that can be used in practical ways.	
5.	Loves to tell others what to do in order to grow.	
6.	Loves to work with people.	
7.	Encourages others to develop in their ability to help others.	
8.	Finds truth most often in experience.	
9.	Loves to help others with their problems.	
10.	Will stop helping others with their problems if they don't change.	
11.	Prefers teaching that can be applied to life.	
12.	Believes trials and problems can help people grow.	
13.	Accepts people as they are.	
14.	Is positive about everything.	
15.	Presents himself to others through lifestyle rather than talking about it.	
16.	Makes decisions easily.	
17.	Completes what is started.	
18.	Wants to clear up problems with others quickly.	
19.	Expects a lot of self and others.	
20.	Needs a close friend to share ideas and thoughts with.	

TOTAL POINTS _____

The Gift Of Giving

Never = 0 Seldom = 1 Sometimes = 2 Usually = 3 Mostly = 4 Always = 5

1.	Gives freely of money, things, time and love.	
2.	Loves to give quietly, without others knowing about it.	
3.	Wants to feel a part of the causes he gives to.	
4.	Want to see victory in others lives.	
5.	Delighted when his giving is the answer to someone's prayers.	
6.	Wants gifts to be the best he can give.	
7.	Gives only by instinct, never by emotion.	
8.	Gives to support others.	
9.	Sees having people in his home as an opportunity to give.	
10.	Has ability to handle money wisely and well.	
11.	Quick to help where a need is seen.	
12.	Gives thought and consideration about the amount to give.	
13.	Believes giving is the key to life.	
14.	Loves to share all he has with others.	
15.	Believes as he gives he will also receive.	
16.	Works hard to earn money so more can be given away.	
17.	Good at making money.	
18.	Careful not to waste money on self.	
19.	Not easily fooled.	
20.	Has natural wisdom.	

TOTAL POINTS _____

The Gift Of Administration

Never = 0 Seldom = 1 Sometimes = 2 Usually = 3 Mostly = 4 Always = 5

1.	Loves to organize anything.	
2.	Can explain ideas and organization to others clearly.	
3.	Is glad to be under authority in order to have authority.	
4.	Will not try to take leadership unless given by those in authority.	
5.	Will take leadership when needed if there is no leadership.	
6.	Enjoys working on long-range goals and projects.	
7.	Can easily see the broad picture of what needs to be done.	
8.	Knows how to pick the right people to get the job done.	
9.	Enjoys getting others to do things and to grow in responsibility.	
10.	Doesn't mind criticism as long as things get done.	
11.	Has a great interest and enthusiasm for whatever he does.	
12.	Finds greatest fulfillment and joy in working toward a goal.	
13.	Is willing to let others get the credit in order to get the job done.	
14.	Prefers to move on to something new once a goal is completed.	
15.	Constantly writes notes to self.	
16.	Is a natural and good leader.	
17.	Knows when to change ways of doing things and when not to.	
18.	Enjoys working with and being around people.	
19.	Wants to see things completed as quickly as possible.	
20.	Does not enjoy doing the same things over and over.	

TOTAL POINTS _____

The Gift Of Compassion

Never = 0 Seldom = 1 Sometimes = 2 Usually = 3 Mostly = 4 Always = 5

1.	Great ability to show love.	
2.	Always looks for the good in people.	
3.	Senses the emotional condition of others.	
4.	Attracted to people who are hurting or in distress.	
5.	Takes action to remove hurts and relieve distress in others.	
6.	More concerned with mental and emotional hurts than physical hurts.	
7.	Helps others have right relationships.	
8.	Loves to give others the better place or opportunity.	
9.	Careful with words and actions to avoid hurting others.	
10.	Can easily tell when others are insincere or have wrong motives.	
11.	Drawn to others with the gift of compassion.	
12.	Loves to do thoughtful things for others.	
13.	Trusting and trustworthy.	
14.	Avoids conflicts with others.	
15.	Doesn't like to be rushed in a job or activity.	
16.	Usually cheerful and joyful.	
17.	Ruled by heart rather than head.	
18.	Rejoices to see others blessed and grieves to see others hurt.	
19.	A crusader for good causes.	
20.	Concerned for the hurts and problems of others.	

TOTAL POINTS _____

Questionnaire Summary Sheet

GIFT	SCORE
Perceiver	
Server	
Teacher	
Exhorter	
Giver	
Administrator	
Compassion Person	

Primary Gift: _____

Secondary Gift: _____

Third Gift: _____

Fourth Gift: _____

Fifth Gift: _____

Sixth Gift: _____

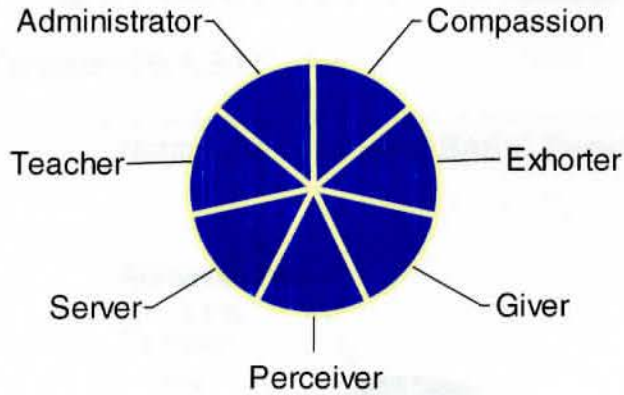
Seventh Gift: _____

The purpose of completing the gift test was to assist individuals in identifying the Romans 12 "Motivational Gift" operating in your life; namely, Perceiver, Server, Teacher, Exhorter, Giver, Administrator and Compassion. Each is descriptive of an individual's "perspective" for dealing with life situations. These gifts highly influence one's personality. They heavily influences how one relates to people and circumstances. This study used a repetitious approach to develop the Romans 12 motivational gifts testing by designing the questions that fit the personality of each motivational gift. Three hundred and seventy nine individuals from North County Cares and B.A.S.I.C., Inc. participated in identifying their gifted areas. The test helped the participants determine which gifts shaped their personality.

The workbooks given to the participants provided a tool with 20 statements for each gift, which the participants rated according to how true each one is of them. After the participants completed each testing tool, the testing instrument was then scored to determine which gifts are theirs. The testing tool was formulated from Discover Your God-given Gifts by Don and Katie Fortune.

The Fortune's believe that God provided us with these gifts so that we could depend on one another. They believe that one gift cannot operate without the other. The Fortune's provided a pie chart to reflect this example. The pie chart below is known as the perfect pie because in a perfect world, each gift would be distributed evenly to everyone.

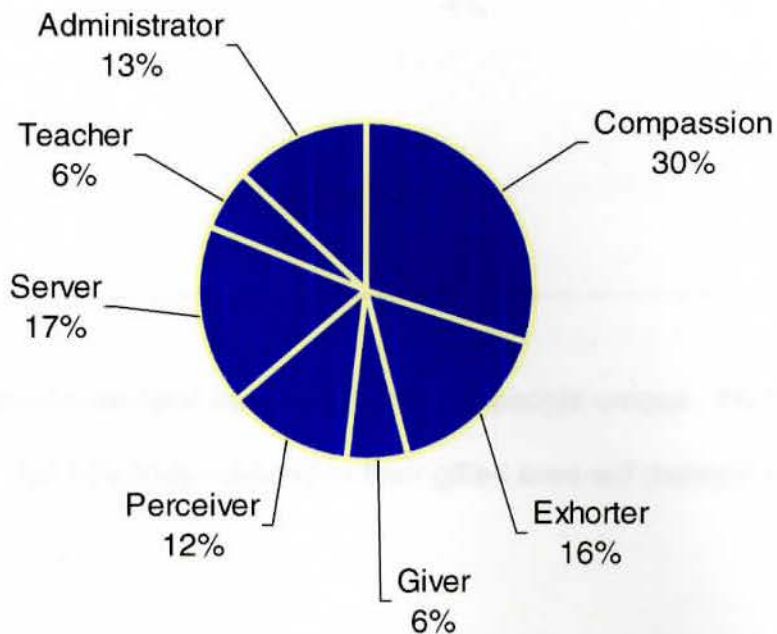
The Perfect Pie



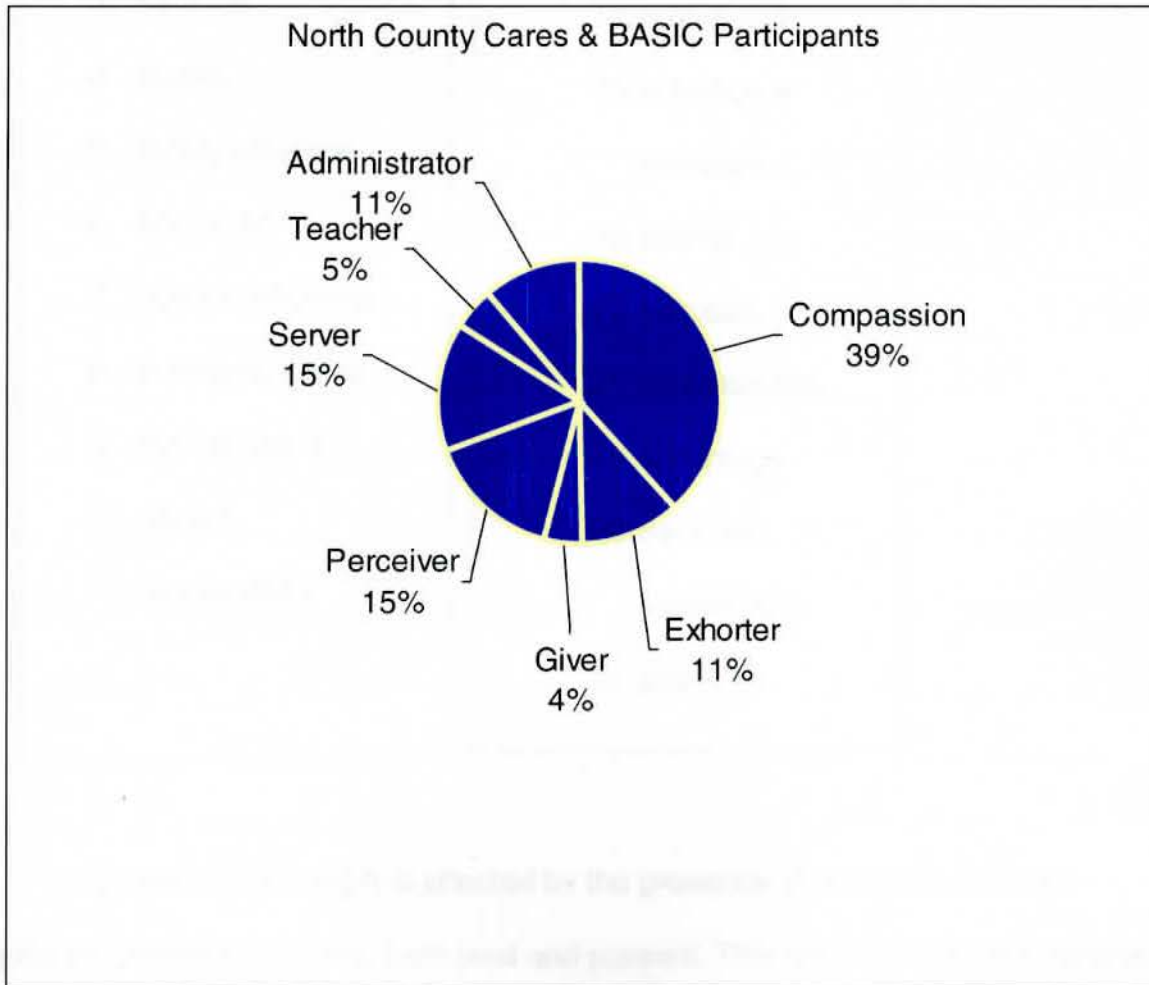
Because we are not in a perfect world, our gifts are not presented in this fashion.

The Fortunes hired an agency to study how individuals actually scored in these area from their testing. Some gifts show more frequently than others.

The Fortune's Outcome



Data collected from the 349 participants from B.A.S.I.C., Inc. and North County Cares indicated the following gifts were more prevalent than others. The Fortunes research scores in giftedness are very close in comparison to the scores collected from North County Cares and B.A.S.I.C., Inc.



There are several variables that make people unique. Many people share the same gifts, but how they respond in their gifted area will depend on the following.

Variables That Help Make Us Unique

1. male / female

2. extrovert / introvert

3. heredity

4. health

5. family influence

6. education

7. cultural influence

8. economic status

9. marital status

10. religion

11. relationships

12. spiritual beliefs

13. location

14. profession

15. activities &

interests

16. talents

17. attitudes

18. opportunities

19. self-image

20. traumatic

experiences

21. physical

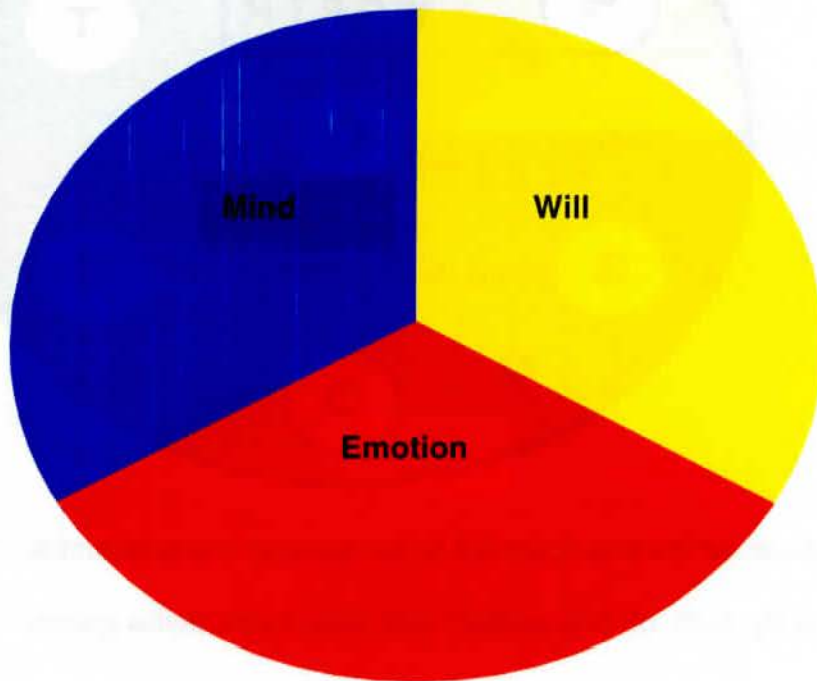
The intensity of our gift is affected by the presence of those we consider significant people in our lives, both past and present. This would include our parents, guardians, people we admire, and sometimes the minister of the congregation of which we are part. As we interact with these people we find we have a desire to emulate some of their traits and so we begin to acquire some of the qualities of their gift, which we admire.

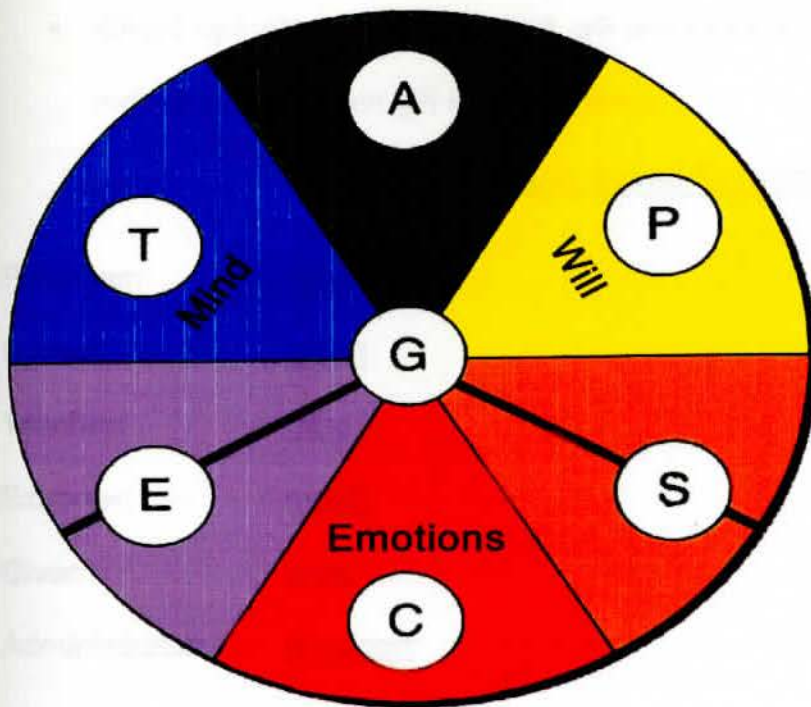
According to the Fortunes Discover Your God Given Gifts training, birth-order influences the gifts. This influence is most apparent with the gift of perceiver, mercy and exhorter. The perceiver's gift is most intense in a first-born or only child. As a result the first-born perceiver will tend to be rigid in his perceptions about people and in his decision-making. The mercy child is most intense in the second-born child. Therefore, mercy children who are second-born tend to be extra sensitive and trusting others. The exhorter is most intense in third-born children. The ability to see and evaluate the maturity level of others is greater, and the tendency to encourage and strengthen others more pronounced. This increase in intensity may happen because the traits of the person's birth order parallel the traits found in a particular gift.

Responsibility, dependability and trustworthiness are an integral part of the gifts. When one is irresponsible, slothful, undependable, or lacks trustworthiness then ones gift is limited. These traits rob a person a little at a time until they dwindle one's resources to nothing. Use it or lose it is an old cliché which finds meaning in this area.

All of these factors individually and collectively affect the gift positively and negatively, its intensity and its use.

The Fortune's believe there are three areas of the soul that also impact our personalities, Will, Mind and Emotions. Each gift operates out of these three areas.





- Administrator's operate out of the mind and will because they are thinkers and strong willed about what they believe and do, their gift is in their shoulders because they can carry the weight.
- Teachers operate out of the mind because they research for the truth in everything; their gift is in their mind.
- Exhorter's operate out of mind and emotions because of their ability to speak and uplift others, their gift is in their mouth.
- Compassion people operate out of emotions because they operate on the emotions of other's; their gift is in their heart.
- Servers operate out of emotions and will, because they show love for others in deeds and action, their gift is in their hands.
- Perceivers operate out of will because they are strong willed and can see through people, their gift is in their eyes.

- Givers operate in all areas, mind, will and emotions, they are well-rounded individuals, and their gift is in their arms.

Each Gift Has Equal Significance

Perceiver: eyes

Server: hands

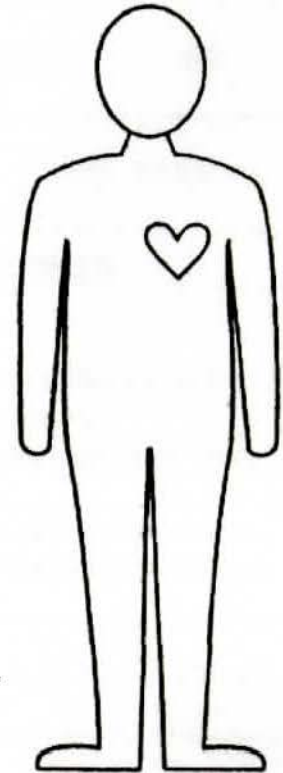
Teacher: mind

Exhorter: mouth

Giver: arms

Administrator: shoulders

Compassion: heart



DISCOVER YOUR GIFT

EVALUATION FORM

WEDNESDAY, APRIL 8, 2005

Please respond to the following statements:

	Agree	Somewhat Agree	Disagree
The workshop was timely and appropriate.	100% (9)	0%	0%
The workshop was relevant and informative.	100% (9)	0%	0%
The speakers were knowledgeable about the subject matter.	96.3% (8)	3.7% (1)	0%

The format was appropriate.	96.3% (8)	3.7% (1)	0%
The information gathered will be useful in my current position.	100% (9)	0%	0%
I will be requesting CEUs for this session.	YES 77.8%	NO 22.2%	
OVERALL RATING: 98.5%			
Additional Comments:			
The session really came alive when each person/instructor described them or reflected on the style most like them. The networking opportunity was also great and informative.			
Thank you for lunch. Provided new insight about myself. Wonderful program and presenters were very prepared and able to provide us with "Discover our Gifts".			
Excellent assessment. It was a different type of assessment. I do hope this assessment can be done for others. I learned more about myself. I am excited that this assessment can be utilized. I have to read the book.			
Great information! Job well done!			
Excellent workshop. Excellent presenters.			
Thank You			

This evaluation was provided by North County Cares from participants from the Motivational Gift Training on April 8, 2005. Participants found the workshop to be informational, helpful and insightful.

DISCOVER YOUR GIFT

EVALUATION FORM

FRIDAY, APRIL 20, 2005

Please respond to the following statements:

	Agree	Somewhat Agree	Disagree
The workshop was timely and appropriate.	100% (14)	0%	0%
The workshop was relevant and informative.	100% (14)	0%	0%
The speakers were knowledgeable about the subject matter.	100% (14)	0%	0%
The format was appropriate.	100% (14)	0%	0%

The information gathered will be useful in my current position.	100% (14)	0%	0%
I will be requesting CEUs for this session.	YES 55.6%	NO 28.6%	
OVERALL RATING: 100%			
Additional Comments:			
I think each instructor did a great job instructing the class. I thank each of you; your knowledge was very beneficial.			
Thanks for the invite and opportunity that was given!			
It was a very good class. Enjoyed the instructor's presentations.			
The Questionnaire Summary Sheet is on the back of the Motivational Gift Profile Sheet. All the students were turning back and forth to the guide. Make separate sheets for convenience.			
Class was very helpful, would like a follow up or advancements.			
The training was very helpful in exposing me to direction/directing my gifts.			
Additional Comments (cont):			
This has been a workshop of excellency for me, enrichly full of knowledge. Much needed. Perfect Timing.			
Excellent/outstanding workshop and materials!			
Great session! In need a certificate, if possible.			
Presenters were great!!!			
Thank you!			
Loved it!			

This evaluation was provided by North County Cares for Motivational Gift Workshop completed by participants on April 20, 2005. Participants found the workshop to be helpful and insightful.

HIGH SCHOOL TRANSITION PROGRAM

EVALUATION FORM

MONDAY, MAY 16, 2005

Please respond to the following statements:

	Agree	Somewhat Agree	Disagree
The <i>Discover Your Gifts</i> workshop helped me to understand myself better.	64.44% (29)	33% (15)	2.56% (1)
The <i>Discover Your Gifts</i> workshop helped me to better understand differences in others.	62.22% (28)	35.22% (16)	2.56% (1)
The facilitators and panelists were knowledgeable about the subject matter.	86.33% (39)	11.11% (5)	2.56% (1)
The format was appropriate.	62.22% (8)	31.11% (14)	6.67% (3)
The information gathered will be useful in my upcoming transition.	60% (27)	33% (15)	4.4% (2)

OVERAL RATING: 87.56%

Additional Comments:

The workshop is too long. The information is insightful and could be more interesting if delivered over a more succinct period of time. 1) **Less rehashing of the info** we've already read/discuss/seen on the overhead display. 2) One or two examples per gift as opposed to 15-20 minutes of personal rambling. 3) Kill the overkill – **we can read.** **Info does not need to be regurgitated word-for-word on the power point when it's on the pages, in front of us.** 4) We don't need to be led question-by-question. It was actually distracting to those of us who were focusing on what the questions meant to us personally.

Instead of reading going over each test, **allow students to complete test and then discuss**-match students/groups with others in their gifts. **Have more exercises** to help people/students understand the gifts better (i.e.-celebrity game-scenarios).

This program was great but in order to keep people woke, **have more hands-on activities,** and also **have more pepperoni pizza.** **Move a bit faster** and edit PowerPoint bullets, **less time on each**

Additional Comments:

The whole show was too long. There was nothing exciting about it except for a couple of jokes made. Maybe it should be more involved. **The women talked too slow** and took too long. The need to speed it up a bit. Don't talk so much about each thing. Keep it short. **Have more activities to do.** **The food could also be better.**

It was so long and boring, I was asleep, maybe you need more handouts. **You talked so slow.** I think you need a shorter time limit for activities. It was too cold and I could not see the screen.

Maybe **more hands-on activities** at the beginning, but all in all, it's a great workshop.

It was a good workshop, it helped me understand myself and my friends better, you should somehow break the information down more, maybe by offering more gifts.

Less discussion, **allow students to complete inventory w/o reading through questions.** Allow students to ask questions. **More interactive-games,** scenarios, give-a-ways. Role-playing of situations relevant to students.

Information could have been shorter. **More activities** could have been done to keep the students attention.

It was a good program but **the time was too long** and we sat too long.

Maybe you should **try to shorten it a little,** but other than that, I like it a lot.

It was good for the first time. The more you do the better it gets.

Thanx 4 da help in understanding myself better and my family.

Thanks a lot for your time and efforts for this workshop.

The lesson was excellent, I don't see any problems w/lesson, but **it's kind of long**

This was too long and some **people were talking slow,** and need to speed it up. Also, it was too cold.

To help shorten presentation, allow students to do questionnaire instead of reading aloud.

It was very informational, but I was too much
It's nice that you guys did trivia questions, and gave out gifts, but need to put more games into them
It may have been better to do the test all at one time and then break into groups according to primary gifts.
I enjoyed the workshop. Kind of speed up the pace though.
The presentation or workshop could have been shorter. The same information was reviewed over and over again.
Don't constantly repeat the same things. More interactions. More participation and visual examples.
Just too long More activities.
Additional Comments:
None, it was great.
This program was very helpful.
More interactions

This evaluation was provided by North County Cares for Motivational Gift workshop completed on May 16, 2005 to high school seniors at McCluer South Berkley. The High School students found the information helpful but too long. The students felt their should have been more interaction, less slides and more games.

Chapter V

DISCUSSION

Personality is a combination of genetics plus the results of various development pressures upon us by others and ourselves. We can make an analogy to physical growth. We are all born with certain physical characteristics. Pressures or environmental factors affect some of these. For example, a person's strength and the size of his bones are affected by the amount and kind of physical work he does while growing up. Diet radically affects overall size. A child's combination of genetics plus diet (plus whatever else may affect it) causes him to be to a certain physical size as an adult - height and build. No matter how much training he goes through later in life, he will not be able to change this size. He can gain weight, he can strengthen muscles, he can even strengthen bones, but some things are fixed by the end of the growing years.

I believe that some aspects of personality work the same way. The human personality is a combination of what God gives (genetics perhaps) plus the results of

various developmental pressures and environmental factors plus the individual's responses to them. With the adult personality, one can make many changes and grow in wisdom and experience just as in the physical body one can train to strengthen muscles and eat correctly. But just as training cannot change height, so counseling cannot essentially change personality. Motivational Gifts are part of a person's personality. They are not counseling tools. Once a person understands their individual personality gift, they are more accepting of others' behaviors. Essentially, instruction and training can teach us how to be wise with the personality God has given us, but no one can alter what God chose to give.

When I completed my own testing of the gifts and found my personality gifts, I knew right away that the gifts had some validity. I scored very high in three areas – Administrator (94); Exhorter (93) and Perceiver (88). I have always shown leadership abilities and take over projects that are not organized and need direction (administrator). Because I possess exhorter and perceiver qualities, I often tell people what they should do, without them asking. However, I tell them in an encouraging way by having them to focus on what they can do and not what they can't do. I believe if you can't do it, get someone who can do it to help you get you through it.

I believe when people use their gift it is the secret to achieve of both a fruitful and fulfilling life. A person will be most effective when they use their spiritual gifts and abilities in the area of their heart's desire in a way that best expresses their personality and experiences. The better the fit of the way they can integrate their gift into their life, the more successful the person will be.

Here are some areas in which an understanding of the gifts facilitates effective action:

As parents, we find that it takes considerable insight and understanding to raise our children properly. Understanding of the gifts, how they work and how they affect the lives of our children, provides us with sensitivity as to the most effective means of discipline and correction which leads to effective training. The traits of the gift are even seen early in childhood. For example I have observed families with children of all ages during family interventions sessions. I have seen children under the age of two exhibit specific traits attributable to their gift. I remember one family with a two-year-old. The family was very upset due to a tragic incident that had occurred with a loved one who was addicted to heroin. One of the family members was crying. This child went to that individual with a Kleenex that she took from the desk, got in their laps, started drying their tears and begged them to stop crying. A brother, somewhat older, went and sat in a corner when the emotional moment occurred and started playing with some toys. These two children clearly demonstrated the difference one's gift can make. Should that youngster follow a life path in which the gift is applied in significant ways, it is very likely to lead to fulfillment.

I personally have found that problems with communication skills are most often traced to a lack of understanding of the other person's motivational gift.

When couples understand this, then they may allow one another greater latitude in solving problems. This knowledge may even introduce new ideas that will allow acceptance or change. For example, Servers tend to have a difficult time communicating. They find it difficult to express them, particularly when it involves

negative feelings. If married to a Perceiver this problem is magnified. The perceiver demands verbal communication skills not possessed by the Server. At the same time, the Server feels unappreciated and confused but cannot communicate verbally these feelings. This leads to conflict between the two that they cannot resolve. Once they understand about each other's gift and how to communicate with that gift, then doors are open to understanding once again.

A person's occupation is strongly affected by his gift. People who work in settings that use their gift abilities tend to be happy and productive in their work. However, if people are in settings that go against the traits associated with their gifts, then they are often unhappy, frequently confused, and find that they become fatigued easily. Take the example of a Server whose work is exceptional. Because of her good work she is promoted to a leadership position. Suddenly she starts functioning poorly and begins to have problems with coworkers. Why? Because the Server is not a leader and if put in this position for an extended period of time will often fail because the skills that make a good worker tend to make an ineffective leader. Knowing this, management can find other ways to reward the Server besides promotion to leadership positions.

Understanding the gifts can also heal family relationships. In my experience, when people recognize their gift and see its importance, it has a profound affect on how they interpret the past events in their life and the choices they make about the future.

The feedback from the training that was administered at BASIC and North County Cares tended to confirm that the participants felt that the gifts described their true selves. Although the high school seniors felt the information was lengthy and redundant, the majority also felt the gift colored their personality. North County Cares

has discussed presenting follow-up testing in the fall to participants who have completed the Motivational Gift workshops to test the validity of the Gifts to ensure the individuals are consciously operating the gifts according to their personality fit. The delivery of the material should be revised to better address and engage the younger participants. I would not recommend changing the test, but plan to change my delivery when presenting to youths.

Suggestions have been made by the community college to use the Meyers-Briggs Type Indicator with the Motivational Gifts because just like temperaments, the motivational gifts are the inner force that influences why individuals think and act the way they do. Although the Meyers-Briggs Personality Type is the widest use test of this type, I believe Motivational Gifts Inventory is easier to understand and because they are easier to understand the information can be taught at any level.

In my opinion Meyers Briggs is overwhelming and too complex because of the 16 personality combinations. Therefore I chose not to mix the two.

I believe the gifts could be useful in marital counseling, group counseling and employment counseling. North County Cares has had discussions with the Continuing Education Department at St. Louis Community College at Florissant Valley to include Motivational Gifts testing of students in the fall of 2005 as a tool for career planning. The Gifts are hoped to assist students identify their gifted areas and to find careers that best suit their personality.

I have applied these gifts for more than fifteen years and since training with the Fortunes in November of 2004 and administering the test in a secular environment to students, low income families, professionals and Christians, I am confident that

regardless of a person's religious preference, personal or professional background, if the individual who has taken the test remains conscience of the purpose of the gifts and applies them, they will learn that Motivational Gifts provide a valuable foundation for discovering their innate abilities.

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