

# Handout 3: Seven Motivational Gifts

## 1<sup>st</sup> Corinthians 12

<sup>27</sup> Now you are the body of Christ, and individually members of it.

<sup>28</sup> And God hath set some in the church, first apostles, secondarily prophets, thirdly teachers, after that miracles, then gifts of healings, helping, governments, diversities of tongues.

<sup>29</sup> Are all apostles? Are all prophets? Are all teachers? Are all workers of miracles?

<sup>30</sup> Do all possess gifts of healing? Do all speak with tongues? Do all interpret?

<sup>31</sup> But earnestly desire the best gifts: and I will show you a still more excellent way.

## 1<sup>st</sup> Corinthians 14

Ephesians 4:4-16 (... And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors, and teachers ...for the perfecting of the saints.)

### **A. Three Categories of Gifts**

1. The Manifestation Gifts (1 Corinthians 12:7-10), which include:

- Word of wisdom
- Word of knowledge
- Faith

2. Gifts of Healing, which include:

- Working of miracles
- Prophecy
- Discerning of spirits
- Speaking in tongues
- Interpretation of tongues

3. The Ministry Gifts (Ephesians 4:11), which include:

- Apostolic
- Prophecy
- Evangelism
- Pastoral
- Teacher

The motivational gifts are spoken of in the book of Romans (Romans 12:6-8).

### **B. Everyone Has Gifts (1 Peter 4:10, Romans 12:6-8)**

1. Built in when God formed us (Psalms 139:12-16)

2. Must not neglect it (1 Timothy 4:14)

### **C. Placed in the Body of Christ (Romans 12:4-5)**

- Perceivers = eyes (Matthew 6:22-23)
- Servers = hands (Proverbs 31:20)

- Teachers = mind (*Acts 17:11*)
- Exhorters = mouth (*13:15*)
- Givers = arms (*Luke 1:51*)
- Administrators = shoulders (*Isaiah 9:6*)
- Compassion = heart (*2 Thessalonians 3:5*)

#### **D. If I Have Gifts, Why Haven't I Known It?**

Reasons you may not know your motivational gift:

- Never taught it
- Never received Jesus Christ as your personal Lord and Savior
- You are not being fed spiritually
- You have had confusing teaching

#### **E. Obstacles That Block the Flow of Motivational Gifts**

Sin will hinder our gifts, and hold us in a place bondage, some of the things that hinder our gifts include, but are not limited to:

- Anger
- Hate
- Rage
- Jealousy
- Deceitfulness
- Envy
- Depression
- Strife (sewing discord)
- Standing in judgment of others
- Trying to be someone other than yourself
- Poor self-image
- Irresponsibility
- Having contempt toward others
- Disobedience
- Laziness

These are just a few of these hindrances (Satan's devices).

## **The 7 Gifts (Motivational Gifts)**

Motivational gifts are the gifts we possess. Since they provide the motivating force for our lives, they have been called Motivational Gifts. These are the gifts that shape our personalities. To choose to use these gifts, according to the Will of God, we must first understand what they are, and how they function.

### **1. The Perceiver**

#### **a. Characteristics**

- Quickly and 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.
- Encourages repentance that produces good fruit.

- Believes the acceptance of difficulties will produce positive personal brokenness.
- Has only a few or no close friendships.
- Views the Bible as the basis for truth, belief, action, and authority.
- Boldly operates on spiritual principals.
- Is frank, outspoken, and doesn't mince words.
- Is very persuasive in method of speaking.
- Grieves deeply over the sins of others.
- Is eager to see his own blind spots and to help others to see theirs too.
- Desires above all else to see God's plan worked out in all situations.
- Strongly promotes the spiritual growth of groups and individuals.
- Is called to intercession.
- 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 be obedient to God at all costs.

#### **b. Challenges to Overcome**

- 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/her own.
- Struggles with self-image problems.

#### **c. Biblical Perceivers**

- John the Baptist (*Matthew 21:32; Luke 3:2-20; 7:18-29*)
- Anna (*Luke 2:36-38*)
- Mary (*Matthew, 1-2; Mark 6:3; Luke 1:26-56; John 2:1-5; Acts 1:14*)
- Ananias (*Acts 9:10-17; 22:12-16*)
- Hosea (*Hosea 1-14*)
- Jeremiah (*Jeremiah 1-52*)
- Isaiah (*Isaiah 1:66*)
- Jonah (*Jonah 1-4*)

## **2. The Server**

#### **a. Characteristics**

- 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 meeting immediate goals rather than long range goals.
- Shows love for others in deeds and actions rather 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 a 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.

**b. Challenges to Overcome**

- Is critical of others who do not help out with obvious needs.
- May neglect his/her 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.

**c. Biblical Servers**

- Martha ([Luke 10:38-42](#); [John 12:2, 11](#); [1-40](#))
- Phoebe ([Romans 16:1-2](#))
- Stephen ([Acts 6:1-15](#); [7:1-16](#))
- Philip ([John 1:43-45](#); [6:5-7](#); [12:21-22](#); [14:8](#); [Acts 6:5](#); [8:5-40](#); [21:8-9](#))
- Tychicus and Onesimus ([Colossians 4:7-9](#))
- Peter's mother-in-law ([Matthew 8:14-15](#))
- Jacob ([Genesis 25-30](#))

### 3. The Teacher

**a. Characteristics**

- Presents truth in a logical, systematic way.
- Validates truth by checking out the facts.
- Loves to study and do research.
- Enjoys word studies.
- Prefers to use biblical illustrations rather than life illustrations.
- Gets upset when scripture 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.
- Prefers teaching believers to engaging in evangelism.
- Feels bible study is foundational to the operation of all the gifts.
- Solves problems by starting with scriptural principals.
- 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 intrinsic power to produce change.

**b. Challenges to Overcome**

- Tends to neglect the practical application of truth.
- Is slow to accept the viewpoints of others.
- Tends to develop pride in intellectual ability.
- Tends to be legalistic, and dogmatic.
- Is easily sidetracked by new interests.

**c. Biblical Teachers**

- Jesus Christ ([Matthew](#), [Mark](#), [Luke](#) and [John](#))
- Apollos ([Acts 18:24-28](#); [1 Corinthians 3:6](#))
- Aquila and Priscilla ([Acts 18:1-3](#); [24-28](#); [Romans 16:3-5](#) [1Corinthians 16:19](#); [2 Tim 4:19](#))
- Timothy ([1 Timothy](#); [Acts 16:1-3](#); [1 Corinthians 4:17](#); [16:10-11](#))
- Thomas ([John 20:24-28](#))
- Luke ([Acts](#), [Luke](#))

## 4. The Exhorter

### a. Characteristics

- Love to encourage others to live victoriously.
- Wants a visible response when teaching or talking.
- 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 ministries.
- Finds Truth in experience and then validates it with scripture.
- Loves to do personal counseling (advising).
- Will discontinue personal counseling (advising) if no effort to change is seen.
- Is fluent in communication.
- Views trials as opportunities to produce personal growth.
- Accepts people as they are without judging them.
- Is greatly loved because of his positive attitude.
- Prefers to witness with life rather than verbal witnessing.
- Makes decisions easily.
- Always completes what is started.
- Wants to clear up problems with others quickly.
- Expects a lot of self and other.
- Needs a "sound board" for bouncing off ideas and thoughts.

### b. Challenges to Overcome

- Tends to interrupt others in eagerness to give opinions of 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.

### c. Biblical Exhorters

- Barnabas ([Acts 4:36](#); [11:22-26](#))
- Peter ([Acts 2:14-41](#); [3:1-24](#))
- Silas ([Acts 15:22](#); [16:25,29](#); [10-14](#); [1 Peter 5:12](#))
- Titus ([2 Corinthians 2:13](#); [7:6](#); [13-14](#); [8:6-23](#); [12:18](#))
- Aaron ([Exodus](#), [Leviticus](#), [Numbers](#))

## 5. The Giver

### a. Characteristics

- Gives freely of money, possessions, time, energy, and love.
- Loves to give without others knowing about it.
- Wants to feel a part of the ministry to which he contributes.
- Intercedes for needs and the salvation of souls.
- Feels delighted when his gift is an answer to specific prayer.
- Wants gifts to be of high quality craftsmanship.
- Gives only by the leading of the Holy Spirit.
- Gives to support and bless others or to advance a ministry.
- 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.
- Has strong belief in tithing and in giving in addition to the tithe.
- Focuses on sharing the Gospel.

- Believes God is the source of his supply.
- 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 not gullible.
- Possesses both natural and God given wisdom.

**b. Challenges to Overcome**

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

**c. Biblical Givers**

- Abraham (*Genesis 13-14*)
- Dorcas (*Acts 9:36-42*)
- Cornelius (*Acts 10:1-31*)
- Epaphras (*Colossians 1:7; 4:12; Philemon 23*)
- Paul (*Romans 1:1-20; Acts 9-28*)
- Lydia (*Acts 16:14, 40*)
- Zacchaeus (*Luke 19:1-10*)
- Solomon (*1 Kings 1-11; 2 Chronicles 1-9*)

## 6. The Administrator

**a. Characteristics**

- Is highly motivated to organize that for which he is responsible.
- Expresses ideas and organization in ways that communicate clearly.
- Prefers to be 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 people and resources 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 a goal.
- 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 around people.
- Wants to see things completed as quickly as possible.
- Does not enjoy doing routine tasks.

**b. Challenges to Overcome**

- 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 goal.
- Tends to drive self and neglect personal and family needs.
- Neglects routine home responsibilities due to intense interest in the job.

**c. Biblical Administrators**

- Joseph ([Genesis 30-50](#))
- Nehemiah ([Nehemiah 1-7](#))
- Deborah ([Judges 4-5](#))
- David ([1 Samuel 16:31](#); [2 Samuel](#); [1 Kings 1-2](#); [1 Chronicles 10:13-29:30](#))
- Annas ([Luke 3:2](#); [John 18:13-24](#); [Acts 4:5-6](#))
- James, brother of Jesus ([Matthew 13:55](#); [Mark 6:3](#); [Acts 12:17](#); [15:13](#); [21:18](#); [1 Corinthians 15:7](#); [Galatians 1:19](#); [2:9](#))
- Jairus ([Matthew 9:18](#); [Mark 5:22-43](#); [Luke 8:41-45](#))

## 7. The Compassion Person

### a. Characteristics

- Has tremendous capacity to show love.
- Always looks for good in people.
- Senses the spiritual and emotional atmosphere 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.
- If more concerned for mental and emotional distress than physical distress.
- Is motivated to help people to 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 the head.
- Rejoices to see others blessed and grieves to see others hurt.
- Is a crusader for good causes.
- Intercedes for the hurts and problems of other.

### b. Challenges to Overcome

- 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 the opposite sex.

### c. Biblical Compassion People

- Good Samaritan ([Luke 10:30-35](#))
- John ([John](#))
- Ruth ([Ruth](#))
- Joseph, Mary's husband ([Matthew 1:16-24;2:13](#); [Luke 1:27](#); [2:4-51](#); [3:23](#); [4:22](#); [John 1:45](#); [6:42](#))
- Jeremiah, aka the weeping prophet ([Jeremiah](#))
- Rachel ([Genesis 29-31](#), [35](#), [46](#), [48:7](#); [Ruth 4:11](#); [Samuel 10:2](#); [Jeremiah 31:15](#))
- Rebekah ([Genesis 22:23](#); [24:29](#); [35:8](#); [49:31](#))

## Jesus Had All of the Motivational Gifts

### 1. As Perceiver

- He spoke only what He heard the Father speak ([John 12:49](#))
- He was the Truth ([John 14:6](#))

- He saw into people's hearts (*John 4:18; Matthew 12:34*)
- He prayed and interceded (*Mark 1:53*)
- He hated evil (*Matthew 21:13*)
- He was frank and outspoken (*Matthew 23:27*)

## **2. As a Server**

- He worked with his hands as a carpenter (*Luke 2:51*)
- He demonstrated service (*John 13:5*)
- He exalted serving (*Mark 10:43*)
- He had a high energy level (*Mark 10:1*)

## **3. As a Teacher**

- He taught God's truth (*Matthew 13:31*)
- He fulfilled the law (*Matthew 5:17*)
- He quoted Scriptures (*Matthew 4:4, Deuteronomy 8:3*)
- He built on scriptural truth (*Matthew 5:21-22*)
- He was intelligent and curious (*Luke 2:46*)
- He was self-controlled (*Luke 23:9-11*)

## **4. As an Exhorter**

- He taught the people to live victoriously (*Matthew 5-7*)
- He gave positive exhortations (*Luke 6:27-35*)
- He prescribed precise steps of action (*John 8:11; Matthew 19:21*)
- He accepted people as they were (*John 4:4-30; John 18:37*)

## **5. As a Giver**

- He fed the five thousand (*Mark 6:41*)
- He gave His time, energy, abilities, and love to others
- He taught on giving (*Mark 12:42-43*)
- He had a strong focus on the Gospel (*Luke 4:43*)
- He gave His life for us (*John 15:13*)

## **6. As an Administrator**

- He organized His followers (*Mark 10:2; 3:13-14; Luke 10:1*)
- He was highly motivated to fulfill His mission (*Hebrews 12:2*)
- He was a man under authority and taught about authority (*Matthew 28:18*)
- He was an effective leader (*Matthew 10:5-8*)
- He endured criticism for the long-range goal of the cross (*Matthew 20:28*)

## **7. As a Compassion Person**

- He had a tremendous capacity to show love (*Matthew 14:14*)
- He was aware of people's physical needs (*Matthew 15:32*)
- He was alert to emotional and psychological needs (*Matthew 9:36*)
- He cared for children (*Matthew 19:14*)
- He had empathy for others (*Luke 7:13*)
- He expressed emotion (*John 11:35*)
- He mourned over Jerusalem (*Matthew 23:37*)