

Chapter Ten: Discover Your Motivational Gift-Suggestions and Tests

"...present your bodies as a living sacrifice, holy, acceptable to God, which is your reasonable service. And do not be conformed to this world, but be transformed by the renewing of your mind that you may prove what is that good and acceptable and perfect will of God." Rom. 12:1-2

Discovering your Gift from God is one of the greatest things you can do to jump-start your Christian life. It can give your service new direction. It can give you newfound confidence and appreciation for the way God made you. It might help you understand why you like or dislike your job. As you discover your spouse's or children's motivation you can begin to understand, love and nurture that gift. It is truly a thrill to watch your family serve God in ways that bring them joy. (For detailed information on how Motivational Gifts can apply to career and family, refer to *Discover Your God Given Gifts* by Don & Katie Fortune.²)

Perhaps you are one of those fortunate people for whom the answer was obvious. After reading the previous chapters your Gift practically screamed, "Here I am!" Or maybe God has revealed your gift to you and you feel peace about it. For the rest of us this chapter may help us get a little closer to knowledge. The scripture above is the starting place. It has everything to do with getting right with God. Here's a list of things to keep in mind, especially if you are finding a lot of dead ends in your discovery process.

- Confess with your mouth and believe in your heart and that Jesus is Lord and be saved. (Rom. 10:9)
- Ask for forgiveness. Sin is anything that separates us from God. Then ask God to reveal your gift.
- Be a servant. All spiritual gifts are specifically about giving ourselves to others. Anything else is just incidental.
- Open your heart, mind and spirit. Don't look for a gift that you think you want or reject one that you don't.
- Give it time. Be patient and test out areas of service to see if they fit. You will get joy out of using your gift.
- Examine yourself. Are there any emotional, environmental or esteem issues creating a wall between who you are and who God wants you to be?
- Don't depend on others to reveal your gift. Take the input of those that know you and weigh your own motivations. God can speak through others, but allow that to be just one step in your discovery process.
- Care. Are you apathetic to how God wants to use you? Remember that your unique combination of gifts and capabilities could reach someone that no one else ever could.

Ok, I think I know my gift, now what? You can work through the following suggestions as you mature in your gift. You may not be sure about your Motivational Gift, but move on to discovering how Christ is gifting you to minister to others.

- Develop it. Find others who have the same gift or look to Bible characters as models and grow into it's fullness
- Pay attention to the particular pitfalls of your gift and don't allow the enemy to steal what God has given you.
- Use it. Ask God (and look) for opportunities to use your gift. Continually challenge yourself to new levels of service.
- Diversify. Study and understand all the gifts. Learn to appreciate how all the gifts work together. Don't focus too much on your own gift, but follow Jesus' example to exemplify all the gifts.
- Open all areas of your life to God. Use your gift to serve family, co-workers, even people you don't like very much.
- Be accountable and open to constructive criticism. Humbly allow your gift to help people to focus on God not you.
- Use your gift in everyday life. Your calling to serve could be at your work or with your family.

I have included a test because they can be very helpful. However, questions and answers regarding your personality can be subjective. You may come up with two different answers to the same question if asked on a different day. Your mood or interpretation of the question based on your most recent memories or experiences can color the way you view yourself. Keep these things in mind and take tests prayerfully asking God to confirm the results if you have doubts.

- Keep this foremost in your mind: How does this question apply to how I serve others or serve in the church? Even if these experiences are few, think of the times when you have felt useful, fulfilled and happy to do the work.
- Look for the spirit behind the questions. Use the knowledge you've gained from the previous chapters.
- If a question asks if you have one of several qualities mark it high if ANY of the list applies strongly to you.
- If you have no experience with a question put in a 2 so it will not falsely lower the results.
- Refer to the "litmus test questions" if you score equally high in more than one gift. These may help as tie-breakers.

PROPHECY (0 = not like me, 5 = very much like me)

| | 0 | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| *1. I have a strong sense of right and wrong, I do not tend to justify wrong actions. | | | | | | |
| 2. I am a good judge of character. | | | | | | |
| 3. I feel uncomfortable around those who sin without repenting and changing. I try to distance myself from people like this. | | | | | | |
| 4. I am receptive when others point out my blind spots. | | | | | | |
| 5. I view hardships and difficulties as an opportunity to produce personal growth. | | | | | | |
| 6. I am very selective about who my close friends are. I have not had many deep friendships in my life. | | | | | | |
| 7. The Bible is the truth. I would like to know as much about it as possible. | | | | | | |
| 8. It is important that people be told about the truth of salvation and God's will. | | | | | | |
| 9. I want everyone who knows me to know that I'm a Christian. I speak openly and persuasively about my opinions and beliefs. | | | | | | |
| 10. I think God can use drama, songs, poetry or literature to reach people. (verbal art) | | | | | | |
| *11. I am honest and real with people and expect them to be the same. I would never be phony to try to impress anyone. | | | | | | |
| 12. I am interested in current events and how they apply to Biblical prophecies. | | | | | | |
| 13. I am forward-thinking. I set long range goals and consider future events. | | | | | | |
| 14. I am obedient when I feel God is telling me to do something. | | | | | | |
| 15. I love to talk about things I've learned or what God has revealed to me. | | | | | | |
| 16. I form opinions and judgements quickly. | | | | | | |
| 17. I have a strong sense of justice. I want to see wrong actions punished so that other will be warned. | | | | | | |
| 18. I am usually direct. I don't beat around the bush. | | | | | | |
| *19. I feel compelled to speak up to defend the truth or what is right. | | | | | | |
| 20. I tend to see situations as black or white not shades of gray. | | | | | | |
| Trouble Points | | | | | | |
| 1. I can be judgmental, unforgiving or stubborn about my beliefs. | | | | | | |
| 2. I close off to someone if their opinions differ from mine. We can't both be right. | | | | | | |
| 3. I struggle with a low self-esteem because I don't meet my own high standards. Or sometimes I feel like no one else sees things the way I do. | | | | | | |
| 4. I can alienate people because I can be too direct, blunt, pessimistic or pushy about my opinions and beliefs. | | | | | | |
| 5. I form opinions quickly and sometimes speak up inappropriately or impulsively. | | | | | | |
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*litmus test question

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| PROPHECY TOTAL: |
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SERVING (0 = not like me, 5 = very much like me)

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|--|---|---|---|---|---|---|
| 1. I have a good memory for special dates and occasions. I can recall people's specific likes and dislikes. I do what I can to make sure people feel remembered. | | | | | | |
| 2. I am usually neat, well organized and detailed. | | | | | | |
| 3. I am welcoming and hospitable. | | | | | | |
| *4. I notice when things need doing and jump in to help. | | | | | | |
| 5. I have a hard time saying no to requests for help. | | | | | | |
| 6. I sometimes use my own money or resources to get a project done quickly. | | | | | | |
| 7. I prefer short-term to long-term projects. | | | | | | |
| *8. I'd rather show someone I love them by doing something for them. Actions speak. | | | | | | |
| 9. I need to feel useful and appreciated. | | | | | | |
| 10. I get a lot of joy out of knowing that I'm being helpful. | | | | | | |
| 11. I'm not usually a leader, but I like to assist and support those in leadership. | | | | | | |
| 12. I have been called a perfectionist. | | | | | | |
| 13. I prefer to do work myself than delegate it. | | | | | | |
| 14. I have a lot of energy and motivation to get a project finished. | | | | | | |
| 15. I like to do projects and crafts or I'm good at fixing and building things. | | | | | | |
| 16. I enjoy working in a group, especially if there is a clear leader, organized projects and instructions. | | | | | | |
| 17. I hate to see something left undone. I will even do more than my share to get a project finished in a timely matter. I am not a procrastinator. | | | | | | |
| *18. I tend to find myself very involved with many projects or commitments. | | | | | | |
| 19. I am often drawn to care for the sick or suffering. | | | | | | |
| 20. When I serve people, especially leadership, I feel like it frees them up to do more important things. | | | | | | |
| Trouble Points | | | | | | |
| 1. I get frustrated with people who don't pull their weight or offer to help. Sometimes that might make me appear pushy or bossy. | | | | | | |
| 2. I find myself involved with way too many projects, sometimes to the point of physical exhaustion or illness. | | | | | | |
| 3. I hate to be served, waited on or taken care of by others. | | | | | | |
| 4. I tend to neglect my family or my own needs because I'm too busy serving others or have volunteered for too many things. | | | | | | |
| 5. I am deeply hurt if someone is ungrateful or unappreciative of my help. I can work more for approval of others than the approval of God. | | | | | | |
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*litmus test question

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| SERVING TOTAL: |
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TEACHING (0 = not like me, 5 = very much like me)

| | 0 | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|---|
| *1. I like to have proof that what someone is saying or reporting is true. | | | | | | |
| 2. I have the greatest respect for those with higher learning and credentials. | | | | | | |
| 3. I am very aware of factual details and will notice discrepancies in what others say or write. | | | | | | |
| *4. I like to read, write, study and/or research. | | | | | | |
| 5. It is important to learn and understand as much as possible in your lifetime. | | | | | | |
| 6. I usually wait until others have had their say and I have had a chance to think it all out before I say or do anything. | | | | | | |
| 7. I enjoy researching and compiling information, sometimes even more than teaching it to others. | | | | | | |
| 8. It really bothers me when information is taken out of context. | | | | | | |
| 9. I think it is important to be honest and correct in what you do and say. (Follow rules and laws) | | | | | | |
| 10. I like to present facts in a clear, orderly fashion, backed up by proof or an established system of truth. | | | | | | |
| 11. I like knowing the origins and meanings of words. | | | | | | |
| *12. I usually base my decisions on logical, objective facts not emotions. | | | | | | |
| 13. The truth, if presented clearly, doesn't need anecdotes to make it more truthful. | | | | | | |
| 14. I am usually self-disciplined and patient. | | | | | | |
| 15. The truth is powerful and can change people if they are looking for it. | | | | | | |
| 16. I form opinions carefully and rarely change my mind. | | | | | | |
| 17. If I have no reason to trust the source I don't trust the message. | | | | | | |
| 18. I am a good student. I can motivate myself to study and learn. | | | | | | |
| 19. I am very uncomfortable evangelizing. I would much rather teach Christians. | | | | | | |
| 20. I am picky about my close friends. | | | | | | |
| Trouble Points | | | | | | |
| 1. Some people may think I'm cold, unemotional or suspicious. | | | | | | |
| 2. I have a tendency to lean on my own reason and knowledge rather than God's. | | | | | | |
| 3. I will reject the whole message if one aspect of it is faulty or not based on truth. | | | | | | |
| 4. It is possible that sometimes I appear proud of my knowledge, education or high standards. | | | | | | |
| 5. I have been called a loner because of my interest in books, or hours spent studying, researching or writing. | | | | | | |
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| TEACHING TOTAL: |
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EXHORTATION (0 = not like me, 5 = very much like me)

| | 0 | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|---|
| 1. I am generally thought of as an optimist. | | | | | | |
| 2. I get a thrill out of seeing people hungry to learn about God. | | | | | | |
| 3. I like interaction when I'm speaking with or teaching others. (ie: nod, eye contact, applause if speaking before a group) | | | | | | |
| 4. When problems happen to me or others I think of how God could use it to help us become stronger Christians. | | | | | | |
| 5. I can visualize people being successful in their life and like to encourage them toward that goal. | | | | | | |
| 6. I can usually talk to people where they are regardless of culture, background or spiritual maturity. | | | | | | |
| 7. I like to come up with steps that someone can follow to help them grow. | | | | | | |
| *8. I like to discuss my thoughts with others. Feedback is important. | | | | | | |
| 9. I love to talk to or counsel people one on one. | | | | | | |
| 10. I try to bring harmony to diverse groups of people. | | | | | | |
| 11. I use life examples to illustrate ideas or scriptural concepts all the time. | | | | | | |
| 12. I enjoy people. I like being around both groups and individuals. | | | | | | |
| 13. I communicate well. People say I'm a good listener or offer good advice. | | | | | | |
| 14. I am rarely judgmental. | | | | | | |
| 15. I would rather witness with my actions than practice overt evangelism. | | | | | | |
| 16. If I have a conflict with someone I want to confront and repair the problem. | | | | | | |
| 17. I set high standards for myself and others. | | | | | | |
| *18. I want to challenge myself and others to keep growing and improving. | | | | | | |
| 19. When I read the Bible I immediately think of how it applies to my life or put the theme into a contemporary setting. | | | | | | |
| *20. I like to apply things that I've read and learned. I appreciate a practical approach with clear steps to follow to achieve success. | | | | | | |
| Trouble Points | | | | | | |
| 1. It is more important to make a point that someone can understand than to worry about whether the facts or scriptures I use are accurate and in the right context. | | | | | | |
| 2. I can come across as very opinionated or outspoken. | | | | | | |
| 3. I tend to have more confidence in my own counsel than listening to God. | | | | | | |
| 4. My desire to use life illustrations may cause me to share a personal story without permission. | | | | | | |
| 5. People tend to rely on me when they should rely on God. | | | | | | |
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| EXHORTATION TOTAL: |
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GIVING (0 = not like me, 5 = very much like me)

| | 0 | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|---|
| 1. I get great joy out of giving my money, time, talents and/or resources. | | | | | | |
| 2. I am happy to remain anonymous when I give. | | | | | | |
| 3. I can be easily content with the basic necessities. I am not usually extravagant. | | | | | | |
| 4. I don't respond well when someone tells me exactly how much to give and to whom or what. I like to make those judgments or let God tell me. | | | | | | |
| *5. I love to see someone receive a gift that they really needed or wanted. | | | | | | |
| *6. I notice when someone has a valid financial need and I want to help them. | | | | | | |
| 7. It's a thrill when I know my gift is an answer to prayer. | | | | | | |
| *8. When I give a gift to someone I care about I put a lot of thought into it and it is important to me that it is the highest quality. | | | | | | |
| 9. I believe God has given me all I have and trust he will provide for me. | | | | | | |
| 10. When I give to an organization I feel like I'm a part of it. | | | | | | |
| 11. I respect people who handle their funds wisely. | | | | | | |
| 12. I am wise and organized when it comes to money, saving and investing. | | | | | | |
| 13. I think it's very important to give joyfully. | | | | | | |
| 14. I work hard and look to get a good value for my money. | | | | | | |
| 15. I like to see others give and hope I can set a good example. | | | | | | |
| 16. I save money so that I will not be a burden and will be able to help if someone comes to me with a genuine need. | | | | | | |
| 17. I like the concept of planting a seed with my gift and allowing God to help it grow into something fruitful. | | | | | | |
| 18. I think it is important to give offerings in addition to tithing. | | | | | | |
| 19. I volunteer to help or give to people in need. | | | | | | |
| 20. I believe hospitality, love, talents, time and abilities as well as money are all opportunities to give. | | | | | | |
| Trouble Points | | | | | | |
| 1. I have been known to push others to give or volunteer their time and resources without asking first. | | | | | | |
| 2. I have a tendency to spoil children. | | | | | | |
| 3. My frugality is viewed as stinginess by my family or friends. | | | | | | |
| 4. If I give to a person or project I could feel that gives me the right to control or interfere with how the money gets used. | | | | | | |
| 5. I might be too judgmental about who gets or deserves my gifts. | | | | | | |
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| GIVING TOTAL: |
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LEADING (0 = not like me, 5 = very much like me)

| | 0 | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| *1. I have the ability to see the big picture. I can organize resources effectively and recognize people's strengths. | | | | | | |
| 2. I delegate tasks well. I know what can and cannot be delegated. | | | | | | |
| 3. I have great respect for authority. | | | | | | |
| 4. I believe role models should take seriously the responsibility of setting a good example for those that look up to them. | | | | | | |
| 5. I tend to stand on the sidelines unless responsibility is given to me by someone in authority. | | | | | | |
| 6. I can break down major goals into smaller achievable tasks that an individual or team can work on. | | | | | | |
| 7. I like to encourage and inspire people with cheerfulness, praise, approval and challenges. | | | | | | |
| 8. I have the ability to stay focused and not get distracted by minor details. | | | | | | |
| *9. If no authority exists I will step in. Lack of leadership bothers me. | | | | | | |
| 10. I take my responsibilities seriously. | | | | | | |
| 11. I am not easily swayed by peer pressure, criticism or complaints. | | | | | | |
| 12. I don't care who gets the credit as long as it gets done in a timely manner. | | | | | | |
| 13. When I finish one challenge or project I look for another. | | | | | | |
| 14. I like to provide for those that have no one to take care of them. | | | | | | |
| *15. I often have innovative ideas and solve problems creatively. | | | | | | |
| 16. I like working with people and communicate clearly. | | | | | | |
| 17. I have a low threshold for boredom. I like to be challenged. | | | | | | |
| 18. I'm good at multi-tasking. I can mentally organize complicated scenarios. | | | | | | |
| 19. I get great joy out of working to see all the parts come together in a finished project. | | | | | | |
| 20. I look for people who are hard workers, optimistic and loyal to the task. | | | | | | |
| Trouble Points | | | | | | |
| 1. Sometimes I push people to finish a project in spite of weariness or schedules. | | | | | | |
| 2. I tend to show favoritism to those that work harder or are more loyal. | | | | | | |
| 3. I have been known to ignore others input because it is not part of my plan. | | | | | | |
| 4. I'm so interested in getting things done that people may feel "used" by me. | | | | | | |
| 5. I can neglect my family or chores because of my commitments and responsibilities outside the home. | | | | | | |
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| LEADING TOTAL: |
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MERCY (0 = not like me, 5 = very much like me)

| | 0 | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|---|
| 1. I am drawn to those suffering emotionally and they are often drawn to me. | | | | | | |
| 2. I want to do whatever I can to remove the hurt from people's lives. | | | | | | |
| 3. I identify more with emotional and mental pain than with physical pain. | | | | | | |
| 4. I avoid being firm or confrontational unless I clearly see how it can bring benefit. | | | | | | |
| 5. I am careful not to use words or actions that might offend others. | | | | | | |
| 6. I can often sense intuitively if someone is covering up sorrow, pain, anger or other emotions. | | | | | | |
| *7. I get very upset when someone I care about has been hurt. I help carry burdens. | | | | | | |
| 8. I get involved in helping causes for those that can't help themselves. (Children, elderly, animals, etc.) I like being around others that are sensitive to these needs. | | | | | | |
| 9. I am not judgmental. I welcome friendships with people of all types. | | | | | | |
| *10. I need to have deep friendships with mutual commitment. | | | | | | |
| 11. I have the ability to see and expect the best from people. | | | | | | |
| 12. I feel like God is working through me when someone needs me. | | | | | | |
| 13. I am generally thought of as an optimist. | | | | | | |
| 14. You can trust me. | | | | | | |
| 15. I trust people unless I have a reason not to or feel they are not sincere. I tend to pick up on deception. | | | | | | |
| 16. I like to pray for and with those that are hurting. | | | | | | |
| 17. I empathize. I rejoice when others are blessed and grieve when others hurt. | | | | | | |
| 18. I am very forgiving if I feel they are sincerely repentant. | | | | | | |
| *19. I have great patience with people that are hurting. Even if they fail or give up on themselves I will start from the beginning to help or encourage them. | | | | | | |
| 20. I will drop anything to make myself available 24 hours a day 7 days a week for someone who needs me. | | | | | | |
| Trouble Points | | | | | | |
| 1. I can be oversensitive, getting easily hurt or offended by others. | | | | | | |
| 2. I so long to remove hurt that I will fail to see how God can use it to help us become stronger Christians. | | | | | | |
| 3. My tendency to show physical affection could be uncomfortable or misinterpreted by others. | | | | | | |
| 4. I have taken on too much of other's problems to the point of stress or illness. I need to learn how to give everything to God. | | | | | | |
| 5. I will hold a serious grudge against an offender who hurts or rejects someone I care about. | | | | | | |
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| MERCY TOTAL: |
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