Discovering Your Primary Motivational Gift

Presented here are the Seven (7) Motivational Gifts outlined in Romans 12. There are twenty (20) questions for each Gift. As you read each characteristic of each Spiritual Gift below, ask yourself, "How true is this of me?" Your first response will probably be the most accurate. Don't answer the way you'd *like* to be or the way you think you *ought* to be. Be honest! Remember, there are no right or wrong answers. This is simply a self-discovery process.

As you score yourself, it is important to differentiate between learned behavior and the way you *naturally* act or think. If you are presently employed, be sure that your current duties do not unduly influence your answers. Your job may or may not be using your Motivational Gifts.

Scoring

Put the score in the column that best represents you. If the characteristic is Never true of you, put a "0" in the "0" or "Never" column. If the characteristic is true of you only on rare occasions, place a "1" in the "1" or "Seldom" column. If the characteristic is sometimes true of you (less than 50%) of the time, score under "Sometimes" with a "2". If the characteristics is true of you 50-75% of the time, score under "Usually" and write a "3" in the column. If the characteristic is true of you most of the time, score yourself "4" under "Mostly." If the characteristic is true of you ALL the time, 100% of the time, no doubt in your mind, then score under "Always" a "5".
To recap the scoring:
Never = 0
Seldom (rare occasions) = 1
Sometimes (0-49%) = 2
Usually (50-75%) = 3
Mostly (75-99%) = 4
Always (100%) = 5

A perfect score for a Gift would be 100 points. 20 Questions. 5 points for Always = 100. Make sense?

Spend a moment praying and asking the Holy Spirit to provide clarity, then Take the Assessment. When you've completed your Assessment, there are three (3) Observation Assessments for you to give to to other Followers of Jesus who know you well and have seen you serving; have them fill it out for you. When you get their Assessments back, compare them to yours.
This will begin to give you a better picture of the Primary MOTIVATIONAL Gift God has placed in you and wants you to Develop.

The Gift of Prophecy ***Characteristics***	**Never**	**Seldom**	**Sometimes**	**Usually**	**Mostly**	**Always**
	0	1	2	3	4	5
1. Quickly and accurately identifies good and evil and hates evil.						
2. Sees everything as either black and white; no gray or indefinite areas.						
3. Easily perceives the character of individuals and groups						
4. Encourages repentance that produces good fruit						
5. Believes the acceptance of difficulties will produce positive personal brokenness						
6. Has only a few or no close friendships						
7. Views the Bible as the basis for truth, belief, action, and authority.						
8. Boldly operates on spiritual principles.						
9. Is frank, outspoken, and doesn't mince words.						
10. Is very persuasive in method of speaking.						
11. Grieves deeply over the sins of others.						
12. Is eager to see his own blind spots and to help others see theirs too.						
13. Desires above all else to see God's plan worked out in all situations.						
14. Strongly promotes the spiritual growth of groups and individuals.						
15. Is called to intercession.						
16. Feels the need to verbalize or dramatize what he "sees."						
17. Tends to be introspective.						
18. Has strong opinions and convictions.						
19. Has strict personal standards.						
20. Desires to be obedient to God at all costs.						
TOTAL						

The Gift of Serving ***Characteristics***	**Never**	**Seldom**	**Sometimes**	**Usually**	**Mostly**	**Always**
	0	1	2	3	4	5
1. Easily recognizes practical needs and is quick to meet them.						
2. Especially enjoys manual projects, jobs, and functions.						
3. Keeps everything in meticulous order.						
4. Is a detail person with a good memory.						
5. Enjoys showing hospitality.						
6. Will stay with something until it is completed.						
7. Has a hard time saying "No" to requests for help.						
8. Is more interested in meeting the needs of others than own needs.						
9. Enjoys working on immediate goals rather than long-range goals.						
10. Shows love for others in deeds and actions more than words.						
11. Needs to feel appreciated.						
12. Tends to do more than asked to do.						
13. Feels greatest joy in doing something that is helpful.						
14. Does not want to lead others or projects.						
15. Has a high energy level.						
16. Cannot stand to be around clutter.						
17. Tends to be a perfectionist.						
18. Views serving to be of primary importance in life.						
19. Prefers doing a job to delegating it.						
20. Supports others who are in leadership.						
TOTAL						

The Gift of Teaching ***Characteristics***	**Never**	**Seldom**	**Sometimes**	**Usually**	**Mostly**	**Always**
	0	1	2	3	4	5
1. Presents truth in a logical, systematic way.						
2. Validates truth by checking out the facts.						
3. Loves to study and do research.						
4. Enjoys word studies.						
5. Prefers to use biblical illustrations rather than life illustrations.						
6. Gets upset when Scripture is used out of context.						
7. Feels concerned that truth be established in every situation.						
8. Is more objective than subjective.						
9. Easily develops and uses a large vocabulary.						
10. Emphasizes facts and the accuracy of words.						
11. Checks out the source of knowledge of others who teach.						
12. Prefers teaching believers rather than engaging in evangelism.						
13. Feels Bible study is foundational to the operation of all the gifts.						
14. Solves problems by starting with scriptural principles.						
15. Is intellectually sharp.						
16. Is self-disciplined.						
17. Is emotionally self-controlled.						
18. Has only a select circle of friends.						
19. Has strong convictions and opinions based on investigation of facts.						
20. Believes truth has the intrinsic power to produce change.						
TOTAL						

The Gift of Exhortation ***Characteristics***	**Never**	**Seldom**	**Sometimes**	**Usually**	**Mostly**	**Always**
	0	1	2	3	4	5
1. Loves to encourage others to live victoriously.						
2. Wants a visible response when teaching or speaking.						
3. Prefers to apply truth rather than research it.						
4. Prefers systems of information that have practical application.						
5. Loves to prescribe precise steps of action to aid personal growth.						
6. Focuses on working with people.						
7. Encourages others to develop in their personal ministries.						
8. Finds truth in experience and validates it with Scripture.						
9. Loves to do personal counseling.						
10. Will discontinue personal counseling if no effort to change is seen.						
11. Is fluent in communication.						
12. Views trials as opportunities to produce personal growth.						
13. Accepts people as they are without judging them.						
14. Is greatly loved because of his/her positive attitude.						
15. Prefers to witness with life rather than verbal witnessing.						
16. Makes decisions easily.						
17. Always completes what is started.						
18. Wants to clear up problems with others quickly.						
19. Expects a lot of self and others.						
20. Needs a “sounding board” for bouncing off ideas and thoughts.						
TOTAL						

The Gift of Giving ***Characteristics***	**Never**	**Seldom**	**Sometimes**	**Usually**	**Mostly**	**Always**
	0	1	2	3	4	5
1. Gives freely of money, possessions, time, energy, and love.						
2. Loves to give without others knowing about it.						
3. Wants to feel a part of the ministries to which he contributes.						
4. Intercedes for needs and the salvation of souls.						
5. Feels delighted when his gift is an answer to specific prayer.						
6. Wants gifts to be of high quality or craftsmanship.						
7. Gives only by the leading of the Holy Spirit.						
8. Gives to support and bless others or to advance a ministry.						
9. Views hospitality as an opportunity to give.						
10. Handles finances with wisdom and frugality.						
11. Quickly volunteers to help where a need is seen.						
12. Seeks confirmation on the amount given.						
13. Has strong belief in tithing and in giving in addition to tithing.						
14. Focuses on sharing the Gospel.						
15. Believes God is the Source of his supply.						
16. Is very industrious with a tendency toward success.						
17. Has natural and effective business ability.						
18. Likes to get the best value for the money spent.						
19. Is definitely not gullible.						
20. Possesses both natural and God-given wisdom.						
TOTAL						

The Gift of Leadership ***Characteristics***	**Never**	**Seldom**	**Sometimes**	**Usually**	**Mostly**	**Always**
	0	1	2	3	4	5
1. Is highly motivated to organize that for which he's responsible.						
2. Expresses ideas and organization in ways that communicate clearly.						
3. Prefers to be under authority in order to have authority.						
4. Will not take responsibility unless delegated by those in authority.						
5. Will assume responsibilities if no specific leadership exists.						
6. Especially enjoys working on long-range goals and projects.						
7. Is a visionary person with a broad perspective.						
8. Easily facilitates resources and people to accomplish tasks or goals.						
9. Enjoys delegating tasks and supervising people.						
10. Will endure criticism in order to accomplish the ultimate task.						
11. Has great zeal and enthusiasm for whatever he is involved in.						
12. Finds greatest fulfillment and joy in working to accomplish goals.						
13. Is willing to let others get the credit in order to get a job done.						
14. Prefers to move on to a new challenge once something is completed.						
15. Constantly writes notes to self.						
16. Is a natural and capable leader.						
17. Knows when to keep old methods going and when to introduce new ones.						
18. Enjoys working with and being around people.						
19. Wants to see things completed as quickly as possible.						
20. Does not enjoy doing routine tasks.						
TOTAL						

The Gift of Mercy ***Characteristics***	**Never**	**Seldom**	**Sometimes**	**Usually**	**Mostly**	**Always**
	0	1	2	3	4	5
1. Has tremendous capacity to show love.						
2. Always looks for good in people.						
3. Senses the spiritual and emotional atmosphere of a group or individual.						
4. Is attracted to people who are hurting or in distress.						
5. Takes action to remove hurts and relieve distress in others.						
6. Is more concerned for mental and emotional distress than physical distress.						
7. Is motivated to help people have right relationships with one another.						
8. Loves opportunities to give preference or place to others.						
9. Takes care with words and actions to avoid hurting others.						
10. Easily detects insincerity or wrong motives.						
11. Is drawn to others with the gift of compassion.						
12. Loves to do thoughtful things for others.						
13. Is trusting and trustworthy.						
14. Avoids conflicts and confrontations.						
15. Doesn't like to be rushed in a job or activity.						
16. Is typically cheerful and joyful.						
17. Is ruled by the heart rather than the head.						
18. Rejoices to see others blessed and grieves to see others hurt.						
19. Is a crusader for good causes.						
20. Intercedes for the hurts and problems of others.						
TOTAL						

Primary Motivational Gift
Profile Sheet

Gift	0	10	20	30	40	50	60	70	80	90	100
Prophecy											
Serving											
Teaching											
Exhortation											
Giving											
Leadership											
Mercy											

Name: _____

#1 Gift: _____
#2 Gift: _____
#3 Gift: _____

Observation #1 Gift: _____
Observation #2 Gift: _____
Observation #3 Gift: _____

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Primary Motivational Gift

This Assessment is a compilation of questions taken from "Network: Discover Your Spiritual Gifts" by Bruce Bugbee; "Discover Your God-Given Gifts" by Don & Katie Fortune; "Your Divine Design" by Chip Ingram; &"Spiritual Gifts" by David Hocking.