

SEVEN BASIC MOTIVATIONAL GIFTS

PROPHECY

Characteristics

- A need to express the message verbally.
- The ability to discern the character and motives of people.
- The capacity to identify, define and hate evil.
- The willingness to experience brokenness to prompt brokenness.
- The dependence of Scriptural truth to validate authority.
- A desire for outward evidence to demonstrate inward conviction in listeners.
- A directness, frankness and persuasiveness in speaking.
- A concern for the reputation and program of God.
- An inward weeping and personal identification with the sins of those interacted with.
- An eagerness to have others point out blindspots.

Misunderstandings

- Frankness may be viewed as harshness.
- Interest in groups may be interpreted as disinterest in individuals.
- Efforts to gain results may be seen as using gimmicks.
- Focus on right and wrong may be judged as intolerance of partial good.
- Emphasis on decisions may appear as neglecting spiritual growth.
- Public boldness and strict standards may hinder intimate personal relationships.
- The strong desire to convey truth may be interpreted as little interest in listening to another person's point of view.

SERVING

Characteristics

- The ability to recall specific likes and dislikes of people.
- The alertness to detect and meet practical needs. Especially enjoys manual projects.
- The motivation to meet needs as quickly as possible.
- Physical stamina to fulfill needs with disregard to weariness.
- The willingness to use personal funds to avoid delays.
- The desire to sense sincere appreciation and the ability to detect insincerity.
- The desire to complete a job with evidence of unexpected extra service.
- An involvement in a variety of activities with an inability to say "no."
- A greater enjoyment of short-range goals with frustration over long-range goals.
- A frustration when limitations of time are attached to jobs.

Misunderstandings

- Quickness in meeting needs may appear to be pushy.
- Avoidance of red tape may result in excluding others from jobs.
- Disregard for personal needs may extend to the person's own family's needs.
- Eagerness in serving may prompt suspicion of self-advancement.
- May react to others who do not detect and meet obvious needs.
- Insistence on serving may appear to be rejection of being served.
- Desire to sense sincere appreciation may result in being easily hurt when it is not forthcoming.
- Quickness in meeting needs may interfere with spiritual growth in other unseen areas.
- Meeting practical needs may be judged as lack of interest in spiritual matters.
- Stamina may be interpreted as insensitivity or impatience with others helping.
- Enjoyment of short-range goals may result in leadership positions encountering frustrations or disorganization with long-range objectives.
- Inability to avoid others' needs may result in sidetracking other directives.

TEACHING

Characteristics

- The belief that the teaching gift is foundational to other gifts.
- An emphasis on the accuracy of words.
- A testing of the knowledge of those who teach.
- A delight in research in order to validate truth.
- The validating of new information by established systems of truth.
- The presentation of truth in a systematic sequence.
- An avoidance of illustrations from non-Biblical sources.
- A resistance to Scriptural illustrations out of context.

Misunderstandings

- The emphasis on the accuracy of Scriptural interpretation may appear to neglect its practical application.
- The use of knowledge in testing others may appear to be pride of learning.
- The concern to impart details of research may appear to be unnecessary to those listening.
- The need to be objective in research may appear to lack warmth and feeling when speaking.

EXHORTATION

Characteristics

- A desire to visualize achievement and prescribe precise steps of action.
- A tendency to avoid systems of information which lack practical application.
- The ability to see how overcoming tribulation can produce new levels of maturity.
- A dependence on visible acceptance when speaking to individuals or groups.
- The discovery of insights from human experience which can be validated and amplified in Scripture.
- An enjoyment with those eager to follow steps of action.
- A grief when teaching is not accompanied by practical steps of action.
- A delight in personal conferences that result in new insights.

Misunderstandings

- The emphasis on steps of action may appear to oversimplify the problem.
- The urgency in giving steps of action may appear as having overconfidence in steps themselves.
- The desire to win non-Christians through living examples may appear as a lack of interest in personal evangelism.
- The use of Scripture for practical application may appear to take it out of context.
- The emphasis on steps of action may appear to disregard the feelings of those being counseled.

GIVING

Characteristics

- An ability to make wise purchases and investments.
- A desire to give quietly to effective projects or ministries. (Avoiding pressure of publicity)
- An attempt to use giving to motivate others to give.
- An alertness to valid needs which others might overlook.
- An enjoyment in meeting needs without pressure of appeals.
- A joy when the gift is an answer to specific prayer.
- A concern that the gift be of highest quality.
- A desire to feel a part of the work or person who receives the result of the gift.

Misunderstandings

- The need to deal with large sums of money may appear to be a focus on temporal values.
- The desire to increase the effectiveness of a ministry through the gift may appear as an attempt to control the work or person.
- The attempt to encourage others to give may appear as lack of generosity and unnecessary pressure.
- The lack of response to pressure appeals may also appear as lack of generosity.

RULING

Characteristics

- An ability to see the overall picture and clarify long-range goals.
- A motivation to organize the area they are responsible for.
- A desire to complete tasks as quickly as possible.
- An awareness of the resources available to complete a task.
- An ability to know what can or cannot be delegated.
- A tendency to stand on the sidelines until those in charge turn over responsibility.
- A tendency to assume responsibility if no structured leadership exists.
- A willingness to endure reaction from workers in order to accomplish the ultimate task.
- A fulfillment in seeing all the pieces coming together and others enjoying the finished product.
- A desire to move on to a new challenge when a previous task is fully completed.

Misunderstandings

- The ability to delegate responsibility may appear as laziness in avoiding work.
- The willingness to endure reaction may appear as callousness.
- The neglect in explaining why tasks must be done may prompt workers to feel they are being misused.
- The viewing of people as resources may appear that projects are more important than people.
- The desire to complete tasks swiftly may appear to be insensitivity to the schedule, weariness or priorities of workers.

MERCY

Characteristics

- The ability to feel an atmosphere of joy or distress in an individual or group.
- An attraction to and an understanding of people who are in distress.
- A desire to remove hurts and bring healing to others.
- A greater concern for mental distress than for physical distress.
- An avoidance of firmness unless it is absolutely necessary for the benefit of another.
- A sensitivity to words and actions which will hurt other people.
- An ability to discern sincere motives in other people.
- An enjoyment and unity with those who are sensitive to the needs and feelings of others.
- A closing of one's spirit to those who are insincere or insensitive.

Misunderstandings

- The avoidance of firmness may appear to be weakness and indecisiveness.
- The sensitivity to the spirit and feelings of others may cause some to feel he is guided more by emotions than logic
- The attraction and understanding of those in distress may be misinterpreted by those of the opposite sex.
- The sensitivity to words and actions which cause hurts may appear to be taking up another's offense.
- The ability to detect insincere motives may cause some to feel the person with this gift is hard to get to know.