

Name _____

DISCOVERING YOUR MOTIVATIONAL SPIRITUAL GIFTS

*A Questionnaire for
Finding Your Effective Ministry
at Home, Work and Church*

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Discovering What Motivates You

Introduction:

This questionnaire does not survey all of the spiritual gifts mentioned in the Bible. It covers only the seven spiritual gifts mentioned by the Apostle Paul in Romans 12:6-8 (prophecy, serving, teaching, exhortation, giving, administration, mercy). The questionnaire is based on the premise that Paul is listing seven different functions (Romans 12:4), styles of ministry, or spiritual temperaments which are needed within the church for the church to function as the Body of Christ (Romans 12:5). Each Christian is given by God a unique mix of these seven gifts or motivations. All seven are necessary for Christian community to survive and effectively minister. The variety of gifts makes possible a variety of ministries within and through the local congregation.

This questionnaire is intended as one means of helping you discover your motivational gifts *for use not only in the church, but also at home, work and in the wider community*. Other spiritual gift questionnaires can help you discover specific skills and ministries mentioned elsewhere in scripture. Your pastor and other individuals can be extremely helpful in discovering and affirming your gifts as well as other skills and abilities you may have.

Instructions:

1. Read each statement and place a check beside the answer which is most appropriate for you: "Usually True, Sometimes True, Seldom True, Rarely True." *Be as realistic as you can, answering not as you would like to be, but as you are at this stage in your life.*
2. After completing the seventy statements, transfer the numerical value of your answers to the Tabulation Chart found on page 6. Then add the scores horizontally in each line and record the total at the right.
3. After you have totalled the scores, turn to page 7 and review the definitions for each gift with brief descriptions of their strengths and weaknesses.
4. Many have found it helpful to share the results of their questionnaire in a setting where gifts can be affirmed. Discussion questions for personal application and group discussion are found on page 6. Additional guidelines for applying these motivational gifts are found on the back cover.

Beside each statement, check the box which comes closest to your normal tendency.

1. I like to think of ways to help others who are suffering physically, emotionally, and spiritually.
2. I enjoy studying and researching information about topics before drawing conclusions.
3. I think people should say what they mean, and mean what they say even though it may hurt the feelings of the listeners.
4. I feel good about giving at least 10% of my income to the church and other organizations helping people.
5. I enjoy encouraging others to grow emotionally and spiritually.
6. I enjoy doing small tasks that need to be done, without being asked to do them.
7. I like to take a project, break it down into various parts, and systematically organize a plan to accomplish the goal.
8. I find it very difficult to correct others unless I am *really* convinced it will help them.
9. Before making a decision, I think it is important to get all of the facts available, to be as objective as possible.
10. When situations are not right, I feel an urge to speak up about them in order to correct them.

Usually True (5)	Sometimes True (3)	Seldom True(1)	Rarely True (0)

11. When I hear of someone in financial need, I think of what I can give to help them.
12. I am an optimist, believing that all things are possible with God.
13. I would rather do a task myself if necessary than face a delay while someone gathers a group or committee to get it done.
14. If a project needs to be done and no one is in charge, I will volunteer to organize it.
15. I can sense almost immediately whether the person with whom I am talking is hurting, or is happy.
16. It is important to organize my thoughts in a systematic way after I study a subject.
17. I have the ability to discern deception, dishonesty, and compromise in the motives and actions of others.
18. I prefer to give financially to the work of God, amounts inspired by prayer rather than amounts suggested by others.
19. I have the ability to help people see how their trials and difficulties can be opportunities for spiritual and emotional growth.
20. I would rather do a number of short-range tasks than do one long-range task taking a year or more.
21. I have the ability to see overall goals and the "finished picture" of a project, when others may see only the various pieces.
22. I will go to almost any length to avoid hurting the feelings of others.
23. I like to see classes taught in a systematic, objective manner rather than having people share their subjective, personal experience about the subject.
24. Injustice, dishonesty, and unrighteousness in the church and society bother me enough that I am willing to speak up even though some may be offended.
25. When I give a gift of money, something I have made, or something purchased, I give generously without thinking of the sacrifice this may involve.
26. I enjoy talking personally with someone about their problems and sharing with them practical help.
27. I find it difficult to say "no" when I see something practical which can be done to help someone in need.
28. I would rather train others to do routine tasks, so that I can be free to guide overall plans and give creative leadership.
29. I like to speak kind, comforting, reassuring words to others and I hurt when I hear others speak harshly.
30. I enjoy communicating truth to others and seeing long-range growth in knowledge.

Usually True (5)	Sometimes True (3)	Seldom True (1)	Rarely True (0)

31. I have a desire to share with others insights which I believe can correct, encourage, and comfort them.
32. I enjoy entertaining others in my home.
33. I enjoy meeting regularly over a period of time with individuals to help them grow spiritually and emotionally.
34. I enjoy serving the needs of others in practical ways, making and doing things with my own hands.
35. I write notes daily to remind me of goals, tasks, and responsibilities that I must accomplish.
36. When others are hurting or in pain, I can *feel* for them, even to the point of becoming emotionally involved.
37. I have the ability to explain difficult issues, after giving them much thought and study.
38. I am able to communicate my thoughts directly and frankly to close friends, even though they may disagree with me.
39. I think it is wrong if a person fails to manage his/her financial assets well.
40. I enjoy sharing with others things I have learned about dealing with personal and emotional problems.
41. I enjoy doing routine tasks to help others, even though the tasks seem menial.
42. I feel comfortable delegating responsibilities to others and directing a plan through to completion.
43. I am especially grateful for people who express tenderness and kindness.
44. I enjoy researching answers to difficult questions.
45. When I fail to live up to the standards which I feel are important, I become discouraged with myself.
46. I enjoy giving money and other quality material resources to Christian causes.
47. When sharing concepts and truth, I enjoy illustrating them with personal examples to make them more practical.
48. I need reassurance that what I do to assist other people is helpful.
49. I am able with discipline to work under pressure and accomplish things, as long as I know my goals and objectives.
50. I tend to be trusting and look for the good qualities in others.

Usually True (5)	Sometimes True (3)	Seldom True (1)	Rarely True (0)

51. The meaning of words and how people use them is important to me.
52. I speak up about what I believe is right and wrong, regardless of whether others agree or not.
53. I enjoy encouraging others to be more generous in their giving.
54. I enjoy counseling others facing problems, as long as they are willing to follow through on suggestions.
55. When I provide things for others, I would rather give them something I made myself than something I bought.
56. I enjoy situations where I am called upon to give leadership.
57. I like to be involved in alleviating the sufferings of others.
58. When I hear a speaker, I like to check into the facts and details if I am uncertain about their accuracy.
59. When I sense the problems and needs of the world, I am motivated to spend long periods of time in prayer.
60. When I give money or other tangible help to others, I like to do it anonymously.
61. I like to simplify complex issues into practical steps to help people grow spiritually and emotionally.
62. I am a *now* person, and when I see a need, I want to meet it right away rather than wait for a more convenient time.
63. I enjoy being responsible for the success of the organization or group of which I am a part.
64. I avoid leadership positions where I will have to carry out decisions which may hurt the feelings of some people.
65. I enjoy devoting good amounts of time in study and research on topics of interest.
66. When I share God's truth with others, I need to see that this brings about the change that God desires in them.
67. I would enjoy living at a simpler lifestyle in order to have more to give to others.
68. I like to share with others the confidence that in spite of outward circumstances, trials, and set-backs, God always keeps His promises.
69. When I hear of some practical need that someone has, I am willing to volunteer to help meet it.
70. I am willing to endure the misunderstanding and reaction of others when working on a plan, because I know the end results will validate the plan's wisdom.

Usually True (5)	Sometimes True (3)	Seldom True (1)	Rarely True (0)

Tabulation Chart

Check to make sure all questions are answered and then transfer your scores to the Tabulation Chart In the boxes below, enter the numerical value of your responses to each question (Usually True - 5, Sometimes True - 3, Seldom True -1, Rarely True - 0). Then, add up the ten numbers horizontally and record the result in the totals column at the right

										Totals	
1	8	15	22	29	36	43	50	57	64		Mercy
2	9	16	23	30	37	44	51	58	65		Teaching/ Research
3	10	17	24	31	38	45	52	59	66		Prophecy
4	11	18	25	32	39	46	53	60	67		Giving
5	12	19	26	33	40	47	54	61	68		Exhortation
6	13	20	27	34	41	48	55	62	69		Serving
7	14	21	28	35	42	49	56	63	70		Administration

Discussion Questions for Individuals and Small Groups

All self-discovery questions are highly subjective and reflect in various degrees the ways we perceive ourselves. While some need the Apostle Paul's exhortation, "not to think of himself more highly than he ought to think" (Romans 12:3), more struggle with the problems of low self-esteem and depreciation of the gifts God has given them. It is helpful, therefore, to discuss the questionnaire scores with your pastor, friend, spiritual director, or small group in a confidential setting, after reading guidelines on the back cover.

Questions for consideration may include:

1. Are you presently using at home, work or in or through the local church or community some of your primary motivations? (See #1 on back cover.) Where and how?
2. In what ways are some of the characteristic strengths and weaknesses of your primary motivational gifts apparent?
3. What additional help or training is available which could enable you to overcome areas of weakness? (See "weaknesses" on page 7 and #3 on back cover.)
4. How are you presently allowing others to complement your weaknesses with their strengths? Are you able to appreciate the variety of motivational gifts which others bring which can enrich and strengthen your life and ministry?
5. If married, how do your spouse's gifts complement yours? Can you understand your spouse better, knowing his/her motivational gifts? In what ways can you apply insights on the variety of spiritual gifts to family, the workplace, etc.?
6. Are there areas of service in and through your church where your primary motivations could be put to better use? What steps may you want to take to enable this?
7. Are you presently involved in major areas of service, for whatever reasons, where you have low motivation? Does this create within you a sense of frustration or ineffectiveness? Do you need to reevaluate this commitment in the future?

In a small group, go around the group individually and share your primary motivations and any other insights which you have received. Before moving to the next person, be silent and allow others in the group to share how they see and experience these primary motivational gifts in your life. How good it is to affirm one another and to be affirmed.

Motivational Gift Definitions

Gift	Definition	Strengths	Weaknesses
<p style="text-align: center;">Mercy</p>	<p>The ability to identify with and comfort those who are hurting especially with emotional distress.</p>	<p>A special sensitivity to emotional needs and feelings of others. Generally avoids actions which will hurt the feelings of others. Can become an excellent listener, helping caregiver.</p>	<p>May become too emotionally involved and lose objectivity in helping others. Tends to avoid stress-producing situations and firmness, including discipline and administrative decisions. May need training in assertiveness. Susceptible to emotional involvement in helping those of the opposite sex.</p>
<p style="text-align: center;">Teaching/ Research</p>	<p>The ability to clarify and communicate truth after thorough study and research.</p>	<p>Objective, emotionally self-controlled. Likes to present truth in a systematic fashion. Enjoys the world of books and ideas. May be good resource for information. Balanced with exhortation enables excellent classroom teaching</p>	<p>May become more interested in factual details than the practical application of truth. May enjoy personal research more than personal interaction. May become proud of learning and knowledge. May be critical or dogmatic.</p>
<p style="text-align: center;">Prophecy</p>	<p>The ability to declare truth which touches the heart and brings comfort, direction or conviction.</p>	<p>The gift of "sanctified criticism." Ability to verbalize truth and to see things from justice-righteousness perspective. Quick to discern dishonest character and motives. Speaks frankly, even to friends, without considering the consequences.</p>	<p>May put others on the defensive. May have little sensitivity for the feelings of others. May appear judgmental or blunt. May be more concerned with pointing out problems than affirming the good. May lack listening skills.</p>
<p style="text-align: center;">Giving</p>	<p>The ability to contribute generosity of financial and other material resources for God's work.</p>	<p>Ability to see what resources are needed. Often desires to give anonymously and at prayer's prompting. Often thrifty and a good financial manager, thus having more to give away. Enjoys motivating others to give.</p>	<p>May become cause-oriented rather than people-oriented. Tends to judge those who are poor financial managers. Sometimes forgets to confirm giving in advance with spouse or overlooks needs of family when giving to others.</p>
<p style="text-align: center;">Exhorting</p>	<p>The ability to encourage others to grow emotionally and spiritually, even in the face of hardship and suffering.</p>	<p>Seeks to share the practical application of truth in a person-to-person setting. Serves as "God's cheerleader" in the church. Desires to create harmony and unity. A possibility thinker.</p>	<p>May oversimplify solutions and thus be ineffective with people with deeper, more complex needs. May need training in listening skills since may give answers before problems are fully expressed. More effective with those with positive self-image.</p>
<p style="text-align: center;">Serving</p>	<p>The ability to show love by meeting the practical, tangible needs of others, such as food, clothing, transportation, etc.</p>	<p>Ability to recall personal likes and dislikes of others. Likes to give things made with own hands. Enjoys short-range "now" projects. Volunteers readily for even menial tasks.</p>	<p>May disregard personal needs, stamina, family and personal funds in serving others. Finds it difficult to say "no" to requests for service, even when overextended. May prefer to work alone rather than with others.</p>
<p style="text-align: center;">Administration</p>	<p>The ability to coordinate people, resources, and activities to achieve goals.</p>	<p>Ability to see overall goals and objectives and the steps needed to reach those goals. Enjoys delegating responsibility and taking leadership when none exists. Willing to endure reaction and hesitations of others to complete the task.</p>	<p>May be task-oriented rather than people-oriented. May be insensitive to needs and concerns of workers. May appear to use people. May be weak in listening skills.</p>

Understanding and Using Your Spiritual Gifts

Someone once wrote, "What you are is God's gift to you. What you do is your gift to God." By understanding your unique spiritual giftedness, you can develop a more healthy self-esteem, and become more effective and fulfilled in serving God at home, work, and through the church. Here are some observations on the significance of your gifts:

1. Every Christian has a mix of the seven motivational gifts. The higher scores on your tabulation chart indicate which are your primary gifts (usually the top two or three) and which are your secondary gifts (the remaining ones). Do not seek to compare your numerical scores with other persons. It is how your seven scores relate to one another which is significant. These scores, however, are subjective and indicate motivational tendencies, not rigid descriptions of who you are or what you can do. And these scores may vary at different stages of your life.
2. This variety of God's gifts enables a variety of possibilities in serving God. Each of the seven motivations is of equal importance. All seven are necessary for Christian community to function.
3. Each of these seven spiritual motivations has strengths and weaknesses. Because of your spiritual gift "mix," you can be more effective in certain areas of ministry where you can build upon your strengths. But you can also overcome your weaknesses in two ways, First, by complementing your weaknesses with the strengths of others; second, by developing complementary strengths in your own life. For example, one with strong administrative gifts may need training in listening skills to be a better administrator. Or one with strong mercy gifts may need training in assertiveness skills to be a more effective caregiver.
4. Jesus Christ alone revealed all seven motivations in complete balance in His ministry on earth. None of us has that balance. This is by God's design. He desires not individuals, but the Christian community with the variety of motivations at work, to be the "Body of Christ" in today's world. When all are working together in harmony, complementing each other's strengths and weaknesses, the work of Christ can be done most effectively and completely.
5. Suggestions for discovering your ministry through your motivational gifts:
 - A. Become involved in some significant area of Christian service which enables you to use your primary gifts. For example, a "mercy/serving" person should be involved in some kind of "caring" ministry.
 - B. It is appropriate to say "no" to major involvement in areas where you have low motivations. For example, if you have a low administration score, it is understandable if you prefer not to accept major administrative responsibilities. You will probably be more effective in other areas of service.
 - C. Keeping A and B in mind, be willing to experiment with a variety of ministries to discover where you are most effective and fulfilled. Do not allow your gifts to be excuses for avoiding some new or different ways of service.
 - D. Those recruiting volunteers are advised to determine the kinds of motivations each volunteer position requires. Then seek volunteers with those motivations. The positive response will be much greater, and the ministry effectiveness and satisfaction will be enhanced.
 - E. Remember, both spiritual giftedness and training in special skills are blessed by God. The disciples were not only empowered by the Holy Spirit, but also equipped by Jesus through teaching, observation and "on the job" training.