

# Understanding the Motivational Gifts of the Holy Spirit

*Just as our bodies have many parts and each part has a special function, (5) so it is with Christ's body. We are many parts of one body, and we all belong to each other. (6) In His grace, God has given us different gifts for doing certain things well. So if God has given you the ability to **prophecy**, speak out with as much faith as God has given you. (7) If your gift is **servicing** others, serve them well. If you are a **teacher**, teach well. (8) If your gift is to **encourage** others, be encouraging. If it is **giving**, give generously. If God has given you **leadership** ability, take the responsibility seriously. And if you have a gift for showing **kindness** to others, do it gladly.*

Romans 12:4-8

To discover your spiritual gifts go to  
[www.spiritualgiftstest.com](http://www.spiritualgiftstest.com)

# GIFT OF PROPHECY

## BASIC MOTIVATION DEFINED

Motivated to be God's spokesman; to meet particular needs by delivering God's message; to reveal unrighteous motives or actions by presenting God's truth.

## AMPLIFICATION

A prophet is an "interpreter" - one who interprets and declares the mind of God. God's mouthpiece. He speaks under the influence of the Holy Spirit. His message is always relevant, always aimed at a particular person, people or situation in response to a particular need.

**The word of the prophet has the following results:** (Note 1 Cor. 14:3 "...he who prophesies speaks to men for their upbuilding and encouragement and consolation.")

1. It builds up the Christian life (upbuilding). It provides building materials for the Christian life.
2. It stimulates the Christian will (encouragement). It stimulates us to be obedient to the truth and make right decisions.
3. It strengthens the Christian spirit (consolation). It calms the storms of life. It helps us to rest in the presence of Jesus. It does good.
4. It discloses the secrets of sinners' hearts and leads to their recognition of God's presence in our midst and to their conversion (1 Cor. 14:24,25). It brings to light things previously concealed.
5. It foretells future events enabling the Church to be prepared and to respond appropriately (Acts 11:27-30).
6. It builds up the Church (1 Cor. 14:4). It helps us make wise decisions. It gives us the mind of God (1 Cor. 13:3).

## CHARACTERISTICS OF ONE EXERCISING THIS GIFT

1. Speaks as one who knows.
2. A burning desire that God's truth be applied to life's situation.
3. An overriding passion that God's purposes be vindicated.
4. Needs to express his message verbally.
5. A directness, frankness and persuasiveness in speaking. At times a boldness that hurts.
6. The ability to discern the character and motives of people.
7. The capacity to identify, define and hate evil.
8. A burning desire to break the self-will of others.
9. A dependence upon Scriptural truth to validate his authority.
10. A desire for outward evidences to demonstrate inward conviction.
11. An inward weeping and personal identification with the sins of those he is speaking to.
12. An eagerness to have others point out his blind spot, so he can minister more effectively.

## DANGERS IN EXERCISING THIS GIFT

1. Being proud of his rhetoric and persuasiveness.
2. Thinking he has a special "in" with God since he speaks on God's behalf.
3. Becoming hard, insensitive to people.
4. Being bull headed.
5. Seeing people as groups rather than individuals with personal needs.
6. Being deceived in thinking he has all the answers.
7. Lacking in love.
8. Wanting to be taken at face value without evaluation. (Note 1 Jn. 4:1; 1 Cor. 14:29)
9. Speaking personal feelings and wishes rather than a word from God.
10. Getting emotionally carried away. A prophet is lifted above himself but never beside himself. God's Spirit in the prophet is subject to the rational control of the prophet's own mind (1 Cor. 14:32).

## MISUNDERSTANDINGS

1. Frankness and boldness may be viewed as harshness and unloving.
2. Interest in groups may be interpreted as disinterest in individuals.
3. Focus on right and wrong may be judged as intolerance of partial good. They speak in superlatives without any gray areas.
4. Emphasis on decisions may appear as neglecting spiritual growth.
5. Public boldness and strict standards may hinder intimate personal relationships.
6. The strong desire to convey truth may be interpreted as little interest in listening to another person's point of view. Can get the reputation of being "hard headed".

# GIFT OF SERVING

## BASIC MOTIVATION DEFINED

Motivated to demonstrate love by meeting the practical needs of others.

## AMPLIFICATION

Is expressed by action and not by words. Is exercised under the leadership of Christ, in the strength of the Spirit, and for the glory of God. (1 Pet. 4:11)

The server detects personal needs of others and overlooks personal discomforts in order to meet those needs.

## CHARACTERISTICS OF ONE EXERCISING THIS GIFT

1. The ability to recall specific likes and dislikes of people.
2. The alertness to detect and meet practical needs. Especially enjoys manual projects.
3. The motivation to meet needs as quickly as possible. He doesn't want to go through red tape.
4. Physical stamina to fulfill needs with disregard to weariness.
5. The willingness to use personal funds to avoid delays.
6. The desire to sense sincere appreciation and the ability to detect insincerity.
7. The desire to complete a job with evidence of unexpected extra service. Just doing a job is not enough, they want to do it extra well.
8. An involvement in a variety of activities with an inability to say "no".
9. A greater enjoyment of short-range goals with frustration over long-range goals.
10. A frustration when limitations of time are attached to jobs.

## DANGERS IN EXERCISING THIS GIFT

1. Being proud of his good deeds.
2. Being pushy or premature in meeting the needs of others before they realize their needs.
3. Becoming bitter when deeds are not recognized or appreciated.
4. Over-emphasizing practical needs to the neglect of basic spiritual needs.

## MISUNDERSTANDINGS

1. Quickness in meeting needs may appear to be "pushy".
2. Avoidance of red tape may result in excluding other from jobs, and "going around others".
3. Their disregard for personal needs may extend to their own family's needs.
4. Eagerness in serving may prompt suspicion of self-advancement.
5. May react to others who do not detect and meet obvious needs.
6. Insistence on serving may appear to be rejection of being served.
7. Desire to sense sincere appreciation may result in being easily hurt.
8. Quickness in meeting needs may interfere with spiritual lesson God is teaching those with needs. (Often we learn most through suffering.)
9. Emphasizing the need to meet practical needs may be judged as lack of interest in spiritual matters.
10. Their stamina may be interpreted as insensitivity or impatience with others helping.
11. Enjoyment of short-range goals may result in leadership positions and frustration or disorganization with long-range objectives.
12. Inability to avoid others needs may result in sidetracking employer's directions.

# GIFT OF TEACHING

## BASIC MOTIVATION DEFINED

Motivated by the desire to explain the Word of God to others; to clarify the truth.

## AMPLIFICATION

The teacher is not content with the Word simply being proclaimed, it must also be explained. He wants God's Word elaborated and made clear. The gift involves research and detailed study; a digging out of the facts and accumulating knowledge.

## CHARACTERISTICS OF ONE EXERCISING THIS GIFT

1. Believe that this gift is foundational to all other gifts.
2. Emphasize the accuracy of words.
3. Test the knowledge of others who teach you. (Example: "Give me the authority...")
4. Delight in research and personal study.
5. Evaluate new information on how it fits into already established ideas or system of truth.
6. Seek to present the truth in a clear, orderly, systematic way.
7. Resist Biblical illustrations out of context.
8. Have greater joy in research than in presenting it.
9. Desire that people be well grounded in the Word.
10. Want disciples and not just converts.

## DANGERS IN EXERCISING THIS GIFT

1. Develop a "know-it-all" attitude.
2. Become so involved in your presentation you fail to listen.
3. Underestimate the importance of communication skills.
4. Fail to study how Jesus taught.
5. Loses touch with real life.
6. Become more concerned about the research than the response of the hearers.
7. Develop agenda anxiety.
8. Fail to understand the role of the Holy Spirit in teaching.

## MISUNDERSTANDINGS

1. The emphasis on the accuracy of Scriptural interpretation may appear to neglect its practical application.
2. The research of others and what he learns through research may appear to be more important to them than the teaching ministry of the Holy Spirit through meditation.
3. The use of knowledge in testing others may appear to be pride of learning.
4. The concern to impart details of research may appear to be unnecessary to those listening--even boring at times.
5. The need to be objective in research may appear to lack warmth and feeling when speaking.

# GIFT OF ENCOURAGEMENT (EXHORTATION)

## BASIC MOTIVATION DEFINED

Motivated to give encouragement and wise counsel to persons in need.

## AMPLIFICATION

Teaching stimulates the mind; exhortation stimulates the will and faith. The exhorter encourages spiritual growth through counseling and speaking. Urges another to pursue a course of conduct based on Scripture. Tells another how to apply God's truth to daily life.

## **CHARACTERISTICS OF ONE EXERCISING THIS GIFT**

1. A desire to visualize specific achievements and prescribe precise steps of action.
2. A tendency to avoid systems of information which lack practical application.
3. The ability to see how tribulation and suffering can produce new levels of maturity.
4. A dependence on visible acceptance when speaking to individuals or groups. A real awareness of his listeners. Watches the faces of his hearers. ( A prophet doesn't pay much attention to reaction of listeners.)
5. The discovery of insights from human experience which can be validated and amplified in Scripture.
6. A grief when teaching is not accompanied by detailed, practical steps of action.
7. A delight in personal conferences that result in new insight.

## **DANGERS IN EXERCISING THIS GIFT**

1. Giving home made advise rather than Biblical truth.
2. Spending too much time with those who want only temporary relief.
3. Relying too much on your own understanding and not the leading of the Holy Spirit.
4. Becoming discouraged with lack of prayers.

## **MISUNDERSTANDINGS**

1. The emphasis on specific steps of action may appear to oversimplify the problem.
2. The urgency to give steps of action may appear as having an over confidence in them.
3. The desire to win non-Christians through living examples may appear as lack of interest in personal evangelism. More concerned for sanctification than justification.
4. The use of Scripture for practical application may appear to take it our of context.
5. The emphasis on steps of action may appear to disregard the feelings of those being counseled.

# **GIFT OF GIVING**

## **BASIC MOTIVATION DEFINED**

Motivated to entrust personal assets to others for the furtherance of this ministry.

## **AMPLIFICATION**

Has the God given ability to organize personal business in order to gain assets.

Motivated by the Spirit to make quick decisions regarding the immediate needs which others have.

## **CHARACTERISTICS OF ONE EXERCISING THIS GIFT**

1. An ability to make wise purchases and investments. Astute in handling money.
2. A desire to give quietly to effective projects or ministries.
  - a) Wants to avoid the pressure of publicity.
  - b) Often reluctant to give when something is "pushed" on him.
3. He has an innate sense of whether the proposed ministry is effective or not.
4. He often attempts to use his giving to motivate others to give.
5. He has a particular alertness to valid needs which he fears that others may overlook.
6. He gets a real enjoyment out of meeting needs without the pressure of appeals. In fact, pressure turns him off.
7. There is a special joy when he learns that his gift is an answer to a specific prayer. Then he senses that God led him in his giving.
8. He is often depended upon his partner's (wife's) counsel to confirm the amount of his gift.
9. He has a special concern that his gift be used in a high quality way. (Example: Instead of giving money for a person to buy some cheap clothes, he will go out and buy good clothes for him.)
10. He has a need to know that his has a definite part in the work of the person (or organization) to whom he gives.

## **DANGERS IN EXERCISING THIS GIFT**

1. Being proud of his giving.
2. Measuring spiritual success by material assets.
3. Overlooking long-range goals in meeting immediate needs.
4. Giving not only to meet needs of others but to pander to his own vanity and self-motivation.
5. Giving with a sense of duty and not with a radiant sense of joy.

6. Giving a moral lecture and criticism along with the gifts.

## **MISUNDERSTANDINGS**

1. The need to deal with large sums of money may appear to be a focus on temporal values.
2. The desire to increase the effectiveness of a ministry by his gift may appear as an attempt to control the work or person.
3. His attempt to encourage others to give may appear as lack of generosity on his part or unnecessary pressure.
4. The lack of response to pressure appeals may also appear to others as a lack of generosity.
5. The personal frugality by which he lives may appear to friends and especially relatives as selfishness in not meeting their wants.

# **GIFT OF LEADERSHIP (Administering-leading)**

## **BASIC MOTIVATION DEFINED**

Motivated to give leadership, to coordinate the activities of others for the achievement of common goals.

## **AMPLIFICATION**

To take the lead. To be the head of. To preside. To distinguish major objectives and to help those around him to visualize and realize them.

## **CHARACTERISTICS OF ONE EXERCISING THIS GIFT**

1. An ability to see the overall picture and to clarify long-range goals.
2. A motivation to organize that for which he is responsible. He usually sticks to one job at a time.
3. A desire to complete tasks as quickly as possible.
  - a) Similar to Server here, except Server is interested in immediate task and Organizer is interested in long-range.
  - b) When the job is finished the Organizer loses interest and is ready to move on to another job.
4. An awareness of the resources available to complete a task.
  - a) He goes a great deal on past performances of people as resources.
  - b) He is able to "see" the resources around him.
5. An ability to know what can or cannot be delegated.
6. A tendency to stand on the sidelines until those in charge turn over responsibility to him.
7. A tendency to assume responsibility if no structured leadership exists.
8. A willingness to endure reaction from workers in order to accomplish the ultimate task.
9. A fulfillment in seeing all the pieces coming together and others enjoying the finished product.
10. A desire to move on to a new challenge when a previous task is fully completed.

## **DANGERS IN EXERCISING THIS GIFT**

1. Being proud of his power.
2. Using people to accomplish his goals rather than meeting their needs.
3. Overlooking major character faults in those who are useful to reaching his goals.

## **MISUNDERSTANDINGS**

1. The ability to delegate responsibility may appear as laziness in avoiding work himself.
2. The willingness to endure reaction may appear as callousness.
3. The neglect in explaining why tasks must be done may prompt workers to feel they are being misused.
4. He often doesn't explain "why" to workers.
5. The viewing of people as resources may appear that projects are more important than people.
6. The desire to complete tasks swiftly may appear to be insensitivity to the schedule, weariness or priorities of workers.

# GIFT OF MERCY

## BASIC MOTIVATION DEFINED

Motivated to identify with and comfort those who are in distress.

## AMPLIFICATION

To feel empathy with the misfortunes and misery of others. To mentally and emotionally relate to their needs and give them aid.

## CHARACTERISTICS OF ONE EXERCISING THIS GIFT

1. The ability to feel an atmosphere of joy or distress in an individual or group.
  - a) They can walk into a room and they can "feel" it.
  - b) They are more sensitive to hurts than to joy.
2. An attraction to and an understanding of people who are in distress.
3. A desire to remove hurts and bring healing to others.
4. A greater concern for mental distress than physical distress.
5. An avoidance of firmness unless he sees how it will bring benefit and healing.
6. A sensitivity to words and actions, which will hurt other people. They can also be hurt personally by insensitive people.
7. An ability to discern sincere motives in other people. (A Prophet has a similar characteristic, but his has more to do with the character of the other person; which this has more to do with the "feelings" to the other person.)
8. An enjoyment and unity with those who are sensitive to the needs and feelings of others.
9. A closing of his spirit to those who are insincere or insensitive.

## DANGERS IN EXERCISING THIS GIFT

1. Being proud of his ability to empathize.
2. Resenting others who are not sensitive to personal needs.
3. Failing to be firm when necessary.
4. Being guided by emotions rather than logic.

## MISUNDERSTANDINGS

1. The avoidance of firmness may appear to be weakness and indecisiveness.
2. The sensitivity to the spirit and feelings of others may cause some to feel he is guided by emotions rather than logic.
3. The attraction and understanding of those in distress may be misinterpreted by those of the opposite sex.
  - a) Also, may be misunderstood by a mate who has not discerned his partner's gift.
4. The sensitivity to words and actions which cause hurts may appear to be taking up another's offenses and "butting in where he has no place."
5. The ability to detect insincere motives may cause some to feel he is hard to get to know.
6. His sensitivity may cause others to be less than frank with him at times, for fear of "hurting" him.