

## MOTIVATIONAL GIFTS SURVEY

Version 8.0

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Thank you for visiting giftstest.org. The motivational gifts survey is the first statistically validated instrument of its kind. This survey can be used in organizations and churches to provide leaders with a tool to help place people in positions that best suit their God-given gifts. This can also help you learn more about yourself and identify areas that match your abilities and interests where you will feel most comfortable, effective, and satisfied. You will receive the most accurate and useful results if you think carefully about each item and read each response carefully.

<b>1</b>	<b>I give generously and joyfully to people in need.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>2</b>	<b>I can create order out of chaos.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>3</b>	<b>I coordinate people and resources to get things done.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>4</b>	<b>I actively support organizations that help the less fortunate.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>5</b>	<b>I do useful, helpful things for people.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>6</b>	<b>I enjoy research projects.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>7</b>	<b>I have an extraordinary ability to sympathize with those who are suffering.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.

8	<p><b>I am candid and open in expressing what I think and feel.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
9	<p><b>What approximate percent of your income do you donate?</b>          0 = 0%-3%, 1 = 4%-6%, 2 = 7%-9%, 3 = 10%-12%, 4 = 13%-15%, 5 = 16% and above</p>
10	<p><b>I show my feelings by what I do for others more than what I say to them.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
11	<p><b>I tend to analyze everything.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
12	<p><b>Crying with others and sharing their pain is a valuable use of my time.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
13	<p><b>I have an extraordinary ability to be around people who are in pain.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
14	<p><b>I prefer doing a job instead of delegating it to someone else to complete.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
15	<p><b>I am a bold person.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
16	<p><b>I make people feel joyful.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>

17	<p><b>I enjoy the challenge of establishing new procedures for others to use.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
18	<p><b>I am a talkative person.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
19	<p><b>I love to study.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
20	<p><b>I always speak the truth, even at the risk of confronting my superiors.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
21	<p><b>I often offer to assist people in practical ways.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
22	<p><b>When I see people in pain, my heart forces me to help them find relief.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
23	<p><b>I am a very social person.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
24	<p><b>I am frugal in my personal spending so I have extra to give to others.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>
25	<p><b>I enjoy helping others to learn.</b>          0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.</p>

<b>26</b>	<b>Compared to other people I know, I spend a larger amount of time consoling those who are hurting.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>27</b>	<b>I make decisions and make things happen quickly.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>28</b>	<b>I always speak the truth, even if it causes pain or hurt feelings.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.
<b>29</b>	<b>I am energized by enlivening people.</b> 0 = absolutely not true, 1 = true only in rare situations, 2 = sometimes true, 3 = usually true, 4 = true almost all of the time, 5 = true all of the time.

### Scoring Sheet

Record your answers for each item next to its corresponding number in the table below. Then, add them up in the "Total" row

	<b>Perceiver</b>	<b>Server</b>	<b>Teacher</b>	<b>Encourager</b>	<b>Giver</b>	<b>Ruler</b>	<b>Mercy</b>
Item Numbers	8.	5.	6.	16.	1.	2.	7.
Item Numbers	15.	10.	11.	18.	4.	3.	12.
Item Numbers	20.	14.	19.	23.	9.	17.	13.
Item Numbers	28.	21.	25.	29.	24.	27.	22.
Item Numbers							26.
Item Numbers							
Totals:							
High	<i>17 or above</i>	<i>20 or above</i>					
Moderate	<i>11 to 16</i>	<i>14 to 19</i>					
Low	<i>10 or below</i>	<i>13 or below</i>					

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## **Gift Descriptions**

If you have found this information of value, you may want to forward this test to a friend.

We have discovered that people often have a combination of two or three gifts that makes them unique. This would be shown by the top two or three percentages in your profile. There is a possible 100% for each gift.

For your convenience, the following are definitions of the seven gifts and the behaviors of each gift seen in scripture. We also provide the Greek root word for each gift (used in Romans 12) to give a better understanding of the essence of each gift:

### **The Perceiver**

The first motivational gift in Romans 12 is the gift of perceiving. The Greek word for this gift is "propheteia". In scripture, we can see specific traits and behaviors of the gift of perceiving. They are: **1)** the ability to interpret scripture, **2)** to reveal information to others, and **3)** an ability to speak the mind of God.

Perceivers have a keen sense of right and wrong. This is a form of discernment that we have seen in Christians and non-Christians alike. It is because of this sense of right and wrong that perceivers hold very high standards. They tend to be perfectionists because of their high standards and often become their own worst critics. In some cases, perceivers do not realize their gift and they can become very critical of other people or situations, which emerges as a pessimistic attitude.

The primary function of this gift is to reveal information the perceiver has discerned in a way that will help others. This information is not always positive and well received. As a result, perceivers sometimes appear direct, blunt, or inconsiderate of the feelings of others particularly when sharing this information with people possessing different motivational gifts. This is a classic case of the gift being misunderstood because their real intention is to help people.

In contrast, at times the primary function of the gift is not to reveal the information the perceiver has discerned – in these cases, God has allowed the perceiver to discern such things so they can pray about them. Often when people do not understand the purpose of this gift, they can feel (and become) judgmental instead of prayerful. Make no mistake about it, this information is purposefully shown to the perceiver for a reason!

### **The Server**

The second motivational gift is the gift of service. The Greek word for service is "diakonia". Throughout the New Testament scriptures there are three specific behaviors or traits demonstrated. They are: **1)** providing for the physical, material, or spiritual needs of people **2)** taking care of the less fortunate in society such as the poor or the widowed and **3)** helping in the distribution or collection of food, clothing, etc. to give to those in need.

Servers have an extraordinary ability to recognize tasks that need to be done. They are very cognizant of their surroundings. Perhaps this comes from their need to provide for others as seen in scripture. Servers are the first to lend a hand. Often, they work in the background providing services that others will never see. Servers show their loyalty through action rather than words.

What motivates a server is helping someone else. Because servers have a tendency to prefer jobs in support roles, they are not usually in the forefront or public eye. They prefer to accomplish their tasks without an audience and therefore, their personalities tend to be more quiet and reserved. Unfortunately, some people interpret the reserved nature of a server and the desire to work behind the scenes as being uninterested. This couldn't be further from the truth! Servers see the needs "behind the scenes," as essential to making things work on the "front lines."

## **The Teacher**

The third motivational gift in Romans 12 is the gift of teaching. The Greek root word for teaching is "didaskalia". The scriptures illustrate how one with the gift of teaching uses sound, rational, and instructive reasoning to convince and help others to learn.

People with the gift of teaching are consummate debaters. It is how they convince and help others to learn. It doesn't matter if they are in the office or at home, people with the gift of teaching are constantly thinking on their feet. Teachers need to know the reasoning behind concepts or ideas. They do not take anything at face value. Teachers can appear argumentative while they are simply trying to gain further understanding. They have the ability to synthesize ideas, which results in a constant mental flow of information. Teachers are those who need to carry pocket size tape recorders so they can record their ideas throughout the day. Their mind is always running and is filled with new ideas.

People with the gift of teaching need intellectual stimulation. They easily get bored with routine tasks. Teachers love to learn and keep their minds busy. They usually enjoy research and love the opportunity to share something they have learned.

## **The Encourager**

The Greek root word for encouraging is "paraklesis". The scriptures show that the gift of encouragement will **1)** edify and exhort **2)** give peace to a troubled mind through speaking a message of encouragement and **3)** bring joy and comfort.

Encouragers have the ability to call forth the best in others through encouragement and motivation. Thus, naturally, people with the gift of encouragement feel comfortable around people and tend to have extraverted personalities. Anecdotal research shows that encouragers not only encourage others but also like to prescribe practical advice. Encouragers want to see people improve and succeed. They have an ability to bring new life to people who have lost their determination and feel burnt out.

Encouragers are good with every personality and gift. However, because encouragers are considerate of the feelings of others, they can easily be offended when people are not considerate toward them. Encouragers love to "fix" things and make the world a happier place!

## **The Giver**

The Greek root word for giving is "metadidomi" meaning to impart. The New Testament scriptures show that giving is characterized by **1)** being charitable or having a charitable attitude **2)** giving much out of little **3)** specifically contributing to the less fortunate and **4)** giving of one's excess or bounty to those who have nothing.

Income is not the only way to determine whether someone has the gift of giving. Givers also donate their time through volunteer work or helping others in some way. They are characterized by hospitality. Givers are people who love to host and entertain. Perhaps the easiest way to identify a giver is their generous and charitable attitude. In an organization, givers are excellent people to place in hospitality roles. This generous attitude extends to making personal sacrifices of time and self. Givers will also make wonderful customer service representatives because they enjoy taking care of needs often going above and beyond to satisfy a customer. When the patience and generosity of others has run out, the true giver will continue to be gracious.

## **The Ruler**

The sixth gift in Romans 12 is the gift of ruling. The Greek root word for leader is "proistemi," which translates "rule". The scriptures illustrate how a ruler will: **1)** set good examples **2)** provide sound counsel **3)** give admonition and warning to the people of dangers they are headed toward **4)** reprove for negligence and **5)** rule with love versus rigor.

The behaviors of a ruler are similar to behaviors of the other six motivational gifts, which make this gift harder to identify. The difference is in the motivation. The objective of the ruler is to move everyone toward the common goal. Like the perceiver, the ruler will give admonition and warning of upcoming situations. Like the teacher, a ruler will provide sound counsel and instructive reasoning to convince the people of the common goal.

What makes the gift of ruling unique is the ability to see the "big picture". The ruler is intuitive, which enables the ruler to look ahead for possibilities and dangers. The ability to guide people and communicate to them regarding how to develop the "big picture" gives the ruler an assertive, take-charge attitude. So, naturally, rulers can appear bossy to other people who do not understand the ruler's gift.

## **Showing Mercy**

The Greek word for mercy is "eleeo". In the New Testament, those with the gift of mercy are: **1)** compelled to have compassion for people, **2)** help people in misery, and **3)** pity the ignorant and instruct them.

People gifted with mercy are the first to listen and sympathize when someone is suffering. They feel that sympathizing with others is a valuable use of their time. This gift is concerned with the condition of the person who is suffering or in trouble. Often people with this gift have a strong desire to relieve the pain of others. This is why people with the gift of mercy are usually effective in roles that require compassion, such as physical therapists, social workers, counselors, or where they can listen to the problems of others, such as human resources where employee concerns are addressed.

It is this ability to show compassion and mercy that enables the person with this gift to demonstrate a large amount of patience. They are less likely to become frustrated when people repeatedly come to them with problems unlike those gifted in the other areas.