

Christ Church

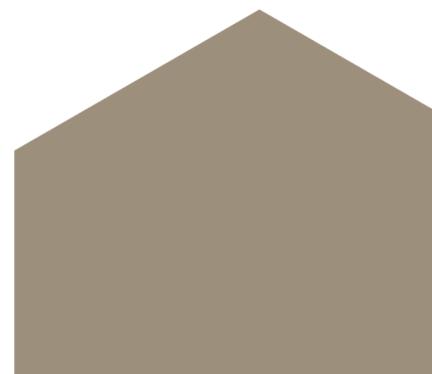
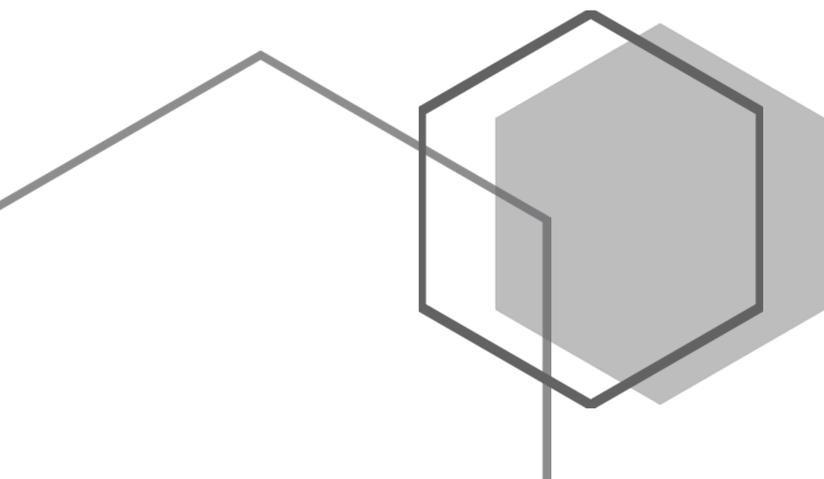


Discovering My Motivational Gifts

Lesson 4

"We have different gifts, according to the grace given to us."

- Romans 12:6



Christ Church

Discovering My Motivational Gifts

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Discovery Wednesday

We've agreed to meet the first Wednesday evening of every month to discover together our gifts and explore ways of developing them for the glory of God. Life has many seasons to it. Each season we must accomplish specific goals through the array of gifts God has given us. Therefore, it is our responsibility to discover our primary gifts and learn to develop them to their fullest potential, making every season of life enjoyable and satisfying.

Lesson 4

Discovering My Motivational Gifts (Cont'd.)

Discovery is a great way to map out your life and actions!

Note: Gift discovery is a big part of life. Once it happens a light bulb goes on in your head. You're able to look at the past with better clarity. Equally important is you now can look ahead with surefire confidence. When you know your gifts you also know the kinds of choices you should make regarding career, hobbies, and the people who are a "best fit" for you. Let's recap the essentials of Lesson 3—the first half of *Discovering My Motivational Gifts*.

1.0 What is a Motivational Gift (Romans 12:6-8)?

Romans 12:6-8—"6We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; 7if it is serving, then serve; if it is teaching, then teach; 8if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully."

- 1.1 A motivational gift is a God-given gift that is intrinsically connected with a person's innate desires, motivation, promptings, and inclinations.
- A) These gifts are chosen and distributed by God without our input or selection.

 - B) A motivational gift provides an inner drive that allows us to notice certain needs.
 - 1. We see certain things that others overlook.

 - 2. We naturally see specific shortcomings, areas that could be improved upon, and needs that go unmet.

 - 3. This gift creates an internal desire that is so natural that we never stop to question or examine the thing we've identified.

 - 4. The holder of the gift often asks: *Why doesn't anybody else see this problem or need? Why doesn't everybody else feel the same way? "I don't get it,"* they conclude.

 - C) Motivational gifts are all grace gifts—freely given by God and undeserved by us.

DISCOVERING & DEVELOPING YOUR GIFTS

1. Grace has been given to each of us. Therefore, these motivational gifts have also been distributed to **each** of us.
 - i. We all have gift(s)!
 - ii. We all have value to the body of Christ and play a critical role in the body.
2. The motivational gifts are distributed at birth but accentuated at conversion.
3. It is incorrect to think that only Christians have been given these motivational gifts.

For example: Non-Christians serve too. Unbelievers also teach, lead, and show mercy.

- 1.2 There are seven motivational gifts.
A) All seven gifts are different from one another.



- B) Everyone has at least one motivational gift.
1. Everyone must have a good working knowledge of their gift(s).
 2. Everyone should have a good working knowledge of the other motivational gifts.

- C) When all seven gifts are in operation, the local church—like the human body—is healthy, fully functional, and experiences holistic ministry.

Romans 12:4-5—“Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others.”

1. You need to know your gift so that you’ll accept how you’ve been made to function.
2. You need to know other people’s gifts so you’ll accept them and value their unique and complementary function.

- D) Room must be made for these seven motivational gifts to be discovered, developed, and regularly expressed in the local church...and the rest of the spheres in which you live.

2.0 How Do Motivational Gifts Function (Romans 12:6-8)?

Romans 12:6-8—“⁶We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; ⁷if it is serving, then serve; if it is teaching, then teach; ⁸if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”

2.1 How does the motivational gift of **encouragement** function?

- A) The word *encourage* in verse eight means *to invite, invoke, call for, comfort, give, to call upon someone to do something, to pray, and to make glad*. It also means *an appeal, an advocate, to admonish, to aid, to help, and to invoke God*.

- B) Encouragement naturally flows through the one who has this gift. They ooze comfort, gladness, and an emotional appeal for the person on the other end to accomplish the difficult task in front of them.

- C) The motivational gift of encouragement innately focuses on influencing the other person to do good with their life; to accomplish their destiny; to complete the will of God.
1. An encourager in the body is concerned about helping others maximize their role in the Lord’s Church.

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2. When the gift of encouragement is at work there is movement—a path their words and actions take in order to help others progress toward wellness and the will of God.



THE PATH OF ENCOURAGEMENT

- D) How is the gift exercised?
1. The motivational gift of encouragement may have an element of correction and confrontation to it. Remember, its aim is to help others through wise counsel reach sound decisions and a healthier place in which to live.
 2. Encouragement can include a loving rebuke that wakes others up to the reality of their blunder or impending blunder.
 3. The encourager aims to see spiritual growth through their encouragement.
 4. The encourager shares with another how to apply God's truth to their life and problems.
- E) This gift operates and matures based on your personal engagement with others.
1. You cannot exercise encouragement if you live a relationally-isolated or disconnected life.
 2. This gift needs people to function. The more people in your life, the more the gift can freely operate and mature to its fullest potential.

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3. Encouragers are encouraged when their advice is heeded and produces fruitfulness in others.
- F) What are some dangers to avoid if you have the gift of encouragement?
1. Don't spend excess time with people who are disinterested in changing their lives. Some people like drama and they like to include you in their team of advisers though they don't intend on using your counsel.
 2. Encouragement must be supported with solid teaching and powerful praying. Without those supplements the encouragement will just dissipate into thin air.
 3. Pay attention to the emotions of others. Encouragers may disregard the feelings and emotions of those experiencing the blues if they see encouragement as the cure-all.

Biblical Example

1 Samuel 20:1-4—“ Then David fled from Naioth at Ramah and went to Jonathan and asked, “What have I done? What is my crime? How have I wronged your father, that he is trying to kill me?” ²“Never!” Jonathan replied. “You are not going to die! Look, my father doesn't do anything, great or small, without letting me know. Why would he hide this from me? It isn't so!”

³ But David took an oath and said, “Your father knows very well that I have found favor in your eyes, and he has said to himself, ‘Jonathan must not know this or he will be grieved.’ Yet as surely as the LORD lives and as you live, there is only a step between me and death.”

⁴ Jonathan said to David, “Whatever you want me to do, I'll do for you.”

4. The gift listens to someone's plight and provides an answer that comforts. Jonathan listened to David's perspective of fear and uncertainty regarding his life.
 - i. Jonathan shared words of comfort without ignoring or minimizing David's concerns.
 - ii. Jonathan looked for practical ways to encourage David by using his influence.
5. It is important that the person with this gift maintains some availability to the other beyond the immediate emergency. This is what Jonathan did for David.

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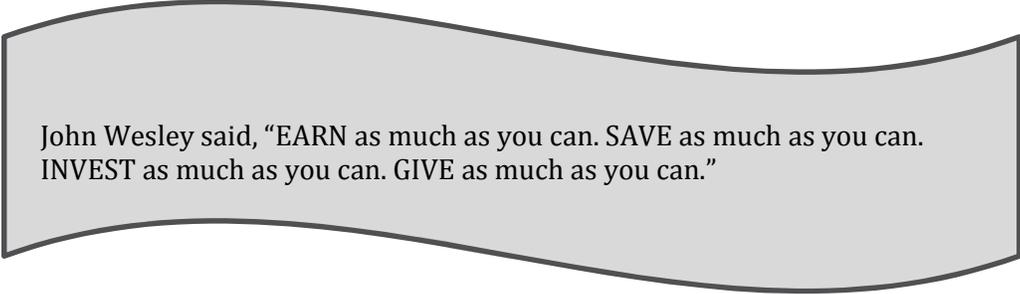
2.2 How does the motivational gift of **giving** function?

- A) God has wired some with the motivational tendency to be a giver. This person shares their resources, talent, goods, and abilities with others in a natural lifestyle manner.

- B) This gift is prophetic in nature because it sees into the future. It sees where God wants to work, build-up, and establish His presence. The giver resources activities and people to bring about this desired outcome.

- C) The motivational gift of giving quietly brings stability to others by giving to build up, anchor, and support them.
 - 1. The giver's focus is on the recipient's well-being or the successful completion of a project that represents a worthy cause.

 - 2. The giver's focus is on the permanent remedying of solvable problems.



John Wesley said, "EARN as much as you can. SAVE as much as you can. INVEST as much as you can. GIVE as much as you can."

- D) How is the gift exercised or how do I know if I have this motivational gift?
 - 1. A giver is forever giving. Giving is a part of their DNA. It's instinctive.

 - 2. A giver sees giving opportunities all the time. They see needs that others may or may not see.
 - i. A giver recognizes needs even when someone or the organization is putting up a good front.

 - ii. The giver seeks opportunity to give, which is simply a means of exercising their motivational gift of giving.

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3. A giver has an innate ability to get. The one who has the gift of giving also must have the gift of GETTING.
 - i. The giver uses creative ideas to build their personal base of resources. This enables them to have means by which they can help others.
 - ii. The giver has a gift of earning and gaining resources through creative income streams.
 - iii. The giver knows how to live well beneath their means so that they always have something to give.
 4. The person who has this gift is inspired by other givers. They admire generous givers.
 - i. The giver finds encouragement and satisfaction when hearing or seeing others exercise the gift of giving. This is much like how a teacher loves to experience good teaching.
- E) What are some dangers to avoid if you have the gift of giving?
1. Don't manipulate or attempt to manipulate others through your giving. Remember the rule, "Freely you've received freely give."
 2. Don't let your anger toward the selfishness of others cause you to discontinue your commitment to practice generosity.
 - i. A giver is angered when others don't share their burden for resourcing worthy and godly endeavors. Control your anger and attempt to positively influence the behavior and choices of others as opportunity presents itself.
 - ii. A giver can be angered by people's unwillingness to discipline their lives in order to be able to have something to give when God's will is clearly evident.
 3. Don't let greedy or needy people take advantage of your generosity or means to give. Be a good steward of your gift of giving.

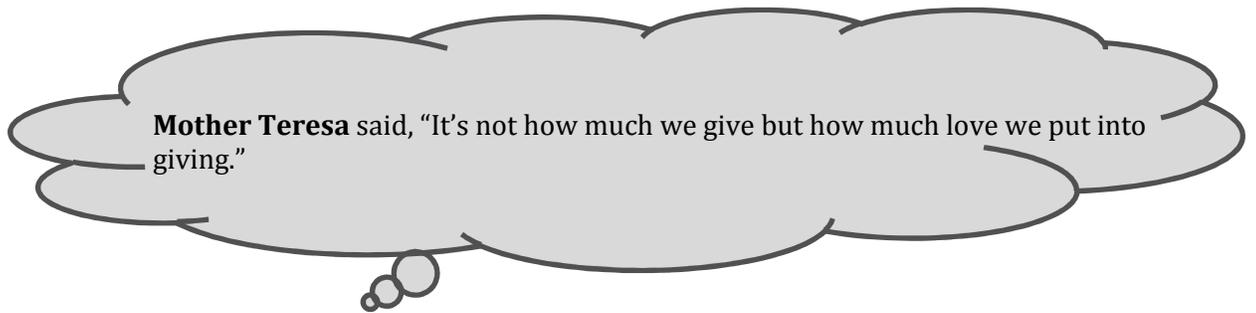
Biblical Example

1 Chronicles 29:1-2—“Then King David said to the whole assembly: “My son Solomon, the one whom God has chosen, is young and inexperienced. The task is great, because this palatial structure is not for man but for the LORD God. ²With all my resources I have provided for the temple of my God—gold for the gold work, silver for the silver, bronze for the bronze, iron for the iron and wood for the wood, as well as onyx for the settings, turquoise, stones of various colors, and all kinds of fine stone and marble—all of these in large quantities.”

4. David’s gift of giving was motivationally wired. No one needed to necessarily ask for a gift.

5. David looked for ways to resource the plan and will of God.
 - i. David was storing up his resources for what he knew prophetically would come—the need for a temple.

 - ii. The giver provides access to resources so that God’s plans are not halted.



- 2.3 How does the motivational gift of **leadership** function?
- A) A person who has this gift is motivated to lead, give leadership, and coordinate the activities, roles of others, and related tasks to achieve the common goal.

 - B) This gift focuses on bringing clarity to the major objectives, parsing out of resources, and engagement of team members so that goals are seen, understood and achieved.
 1. The leader is motivated toward positive outcomes.

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- 2. The possessor of this gift has a take-charge mind-set, which may or may not be articulated verbally.

C) How is the gift exercised?

- 1. This person has the ability to see the big picture and not be bogged down with peripheral issues or minutia.

- 2. Good leaders show others the way.
 - i. They point people in the right direction.

- ii. They know when and what to delegate.

- iii. A leader is motivated to use all available resources to bring projects to completion.

- 3. A leader focuses on leading not managing. Leaders are not managers!

Leaders Versus Managers	
LEADER	MANAGER
Leaders take you places.	Manager handles things.
Brings greatest degree of change. Leaders are agents of change.	Managers focus on control and administration.
Leaders influence followers' commitment the most.	Managers encourage followers' perspective on a lower level.

“Leadership is the ability to turn a dream, a vision of a desired future state into a reality with and through the cooperation of people.”

*- Warren Bennis
& Burt Nanus*

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D) What are some dangers to avoid if you have the gift of leadership?

1. Don't be bossy! Don't be a bully!

2. Don't use your power to manipulate, coerce, or mistreat people into getting your way.
 - i. Remember, "It's not YOUR will be done on earth as it is in heaven." It's God's will be done!

 - ii. The motivational gift of leadership is intended to do God's work, God's way, through the effective and respectful use of God's creation—people.

3. Don't take on more than you can effectively handle. Just because you have a gift of leadership doesn't mean you're called to lead *every* effort.
 - i. Effective leaders are emotionally healthy.

 - ii. Effective leaders strive to create an emotionally healthy work environment where all personality types are seen and valued.

Biblical Example

Acts 27:21-22—"21 After they had gone a long time without food, Paul stood up before them and said: "Men, you should have taken my advice not to sail from Crete; then you would have spared yourselves this damage and loss. 22 But now I urge you to keep up your courage, because not one of you will be lost; only the ship will be destroyed."

E) Paul has a motivational gift of leadership.

1. In this life-or-death circumstance amidst an irreligious constituency, Paul stands up and provides guidance and strategy to safeguard everyone's life.

2. His leadership was unsolicited but it was warranted and modeled in an acceptable manner.

2.4 How does the motivational gift of **mercy** function?

- A) Mercy is a God-given gift that enables you to feel genuine compassion and empathy for people. This empathy and compassion moves the mercy-giver to meet needs spiritually, emotionally, and/or physically.

- B) The person with the gift of mercy has a strong desire to exemplify the love of Christ and to alleviate the suffering of others.

- C) Take note that the gift of mercy is not limited to solely serving those in the Body of Christ; this gift extends to others within and without the four walls of the church.
 - 1. Just like the gift of teaching motivates you to teach in any and every setting, the gift of mercy allows you to demonstrate mercy throughout your life.

 - 2. Mercy is evangelistic! It is the mercy of God that leads people to repentance.



- D) When the gift of mercy is operating in an individual there is a great deal of joy and cheerfulness connected to their service.
 - 1. The task is not considered arduous or painstaking.

 - 2. They find it a pleasure to show others mercy. Just like a giver finds pleasure in giving, a person with the gift of mercy finds pleasure in being merciful.

- E) How is the gift exercised?
 - 1. The mercy-giver is often the first to make themselves available to come alongside individuals who have just experienced great trauma. (e.g. hospital visits, grief recovery, etc.)

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2. A person with this gift often has a strong emphasis on emotional and spiritual health. They can be found training others to maintain a holistic sense of emotional, spiritual, and physical vitality.
 3. The mercy-giver has an innate ability to quickly sense when a person is in pain, even if they have yet to verbalize it. They often joyfully accept the responsibility to come alongside an individual to help restore them.
 4. The person who has this gift can usually be described as kind, gentle, meek, and responsive. Their compassion isn't just limited to individuals, but can also extend to marginalized people groups and social issues.
- F) What are some dangers to avoid if you have the gift of mercy?
1. Don't allow yourself to be manipulated into helping ungrateful people who are simply users and takers.
 2. Don't let your mercy create dysfunctional relationships that wreak of soul ties, co-dependency, or any other dysfunction.
 3. Don't let your mercy pull you out of the will of God because you feel sorry for someone. Remember, "You are not God! You are not anyone's Savior!"

Biblical Example

Luke 10:33-35

³³ But a Samaritan, as he traveled, came where the man was; and when he saw him, he took pity on him. ³⁴ He went to him and bandaged his wounds, pouring on oil and wine. Then he put the man on his own donkey, brought him to an inn and took care of him. ³⁵ The next day he took out two denarii and gave them to the innkeeper. 'Look after him,' he said, 'and when I return, I will reimburse you for any extra expense you may have.'

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4. The Good Samaritan is described as one who took pity on a person in need; yet, he takes it a step further and fully displays his gift of mercy by meeting the wounded man's needs on multiple levels.
5. The challenge with people who have this gift is that they often can mistakenly enable people to become dependent on them. They need to discern the fine balance between helping and enabling a person.
6. They need to be mindful not to take up the offense of those they serve. This will ensure that you guard yourself against harboring any bitterness or anger toward the offending party.

Discovery Time

1. *Gather into a 3-4 person group to better understand the motivational gifts and the four we examined tonight. Introduce yourself to your study partners. The person with the brightest color shirt/blouse is the group leader for this exercise.*
2. *Do you have any of the four motivational gifts we explored tonight? If so, which one(s)? Why do you make this claim?*
3. *Have you seen yourself anywhere in these two lessons on motivational gifts? I mean, have you noticed any of the seven motivational gifts at work in your life? If so, which one(s)? Discuss.*
4. *Can you name a person in our church or your family that has the **motivational gift of mercy**? Why do you think so? Discuss.*