What's Your Motivation Gift!

Romans 12: 6 – 8
The New International Version

"We have different gifts according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging let him encourage; if it is contributing to the needs of other, let him give generously, if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully."

Parable

A homeless man is walking by a group of people. He is downcast, not looking into anyone's eyes. One person says let's help that man. A man from the group taps him on the should and says, "God has great plans for you." Another person steps up and gives him coffee and bends down to tie the homeless man's shoes. The next person directs him to resources that could help to get him off the street. A lady steps up and gives him a hug and tells him how precious he is to God. The last person takes off his coat and gives it to the man.

Leaderships see what a person needs and releases others to use their gifts. One person says let's help that man.

An exhorter encourages the man and gives him God's vision. "God has great plans for you."

The servant gives him coffee to warm him and protects his walk by tying the man's shoe.

The teacher instructions him to the right path for help.

The mercy person doesn't question how he got there but hugs him with acceptance.

The giver will meet a need even if it is taking the coat off his back.

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Prophesying	Serving/Helping	Teaching	Exhorting	Giving	Leadership	Mercy
Sees God's view and has the desire to share or direct.	Love helping people. It causes joy in them when they help	Loves to instruct others.	Always see the good in people.	They don't let possessions dictate their decisions to give.	They see how to bring order and the next step to reach a goal.	They have compassion for others.
Strengthen a person which is releasing God's support, and empowerment to others.	Sees needs in the physical realm.	Loves details and wants to share how they got to the conclusion of their lesson.	They are usually comfortable talking to anyone in all kinds of environments.	Give not just money but talent and time.	They have the ability to see other people's gifts and abilities.	They tend to see the good in people instead of the problem.
Encouragement means to see God's outcome for a person instead of the problem.	Very practical.	Enjoy studying and learning things about people and history.	They can be very entertaining and the life of the party.	Has the ability to find good deals.	They see the big picture down the road when organizing a project.	They are drawn to people who are hurting or need help.
Comforting which mean giving people God hugs. Just letting people know God cares and is working on the situation.	They see a need and step up to do it without being told what is needed.	Like to provide illustrations to prove a point.	They jump into many different projects and events.	They have the ability to see what needs to be done in the natural to accomplish a project.	People are drawn to them for guidance or advice.	They can walk among all types of people who are in trouble without feeling unsafe.
They have the ability to see people's gifts, abilities, or things that could hinder them.		They love steps and charts to show how to accomplish the goal.		They see giving as an investment.	They have the ability to gather people to complete projects.	They have empathy towards others and their needs.
					They know how to motivate people to use their gifts.	They operate many times by their feelings instead of thought-out plans.
						Mattew 5:7 "Blessed are the merciful, for they will be shown mercy."

Examples

Prophesying	Serving/Helping	Teaching	Exhorting	Giving	Leadership	Mercy
They operate in words of knowledge, wisdom, and discernment.	People who are always volunteering to clean, mow, or cook a meal.	Paul was a Pharisee and teacher of law. Philippians 3:5	Cheerleader & motivational speakers! Always saying you can make it.	A woman who poured costly oil on Jesus' head and kissed his feet. Luke 7:36-50	Peter, even after the denying knowing Jesus, others followed him to go fishing. John 21:1-4	The woman caught in adultery was shown mercy by Jesus. John 8:1-11
They see a person's gift and reveal how God has gifted them. Their gift reveals that God sees that person.	Waitresses. A good waitress focusses on their customer's needs.	A person who tells stories with all the details. The Apostle Luke, in his gospel, explains the background details of Jesus' life before and after the resurrection.	Samaritan woman at the well. Just because Jesus acknowledged her by speaking to her, it gave her a voice to speak. Her words changed the city. John 4:4-42	Elijah and the widow who gave her last meal during a time of drought. 1 Kings 17:7-24 Jesus paying the temple tax with a coin from the fish's mouth. His giving was used to recognize authority and boundaries. Matthew 17:24-27	Nehemiah who rebuilt the walls of Jerusalem. He had favor with the king who provided the resources. He knew how to scout out the place at night so he could make plans. He knew how to get people involved by having them build behind their own homes.	The father of the prodigal son. Although his son wasted all of his inheritance, the father still loved him and provided a place of shelter. Luke 15:11-32 You see them volunteer for animal shelters and give to projects that pull at your heart strings.
Jesus seeing Nathanial under the fig tree and revealing Nathanial's nature. This caused Nathanial to trust Jesus.	Janitor or Handyman who enjoys their work!					
They explain storms are not fun but are only temporary. Jesus is in your boat. Matthew 8:23-27	Martha wants to feed the people. Luke 10:38-42	Jesus taught the multitudes by having seat down to receive his teaching what we call the beatitudes. Matthew 5:3-10	Barnabas saw good in Timothy while Paul saw Timothy wasn't ready for this type of missionary trip. Acts 15:36-41 Colossians 4:10	Elon Musk, when he created SpaceX, gave all the staff stock in the company which eventually caused his employees to make millions.	Joseph forgave his brothers when he had power to destroy them. Genesis 50:15-26 Winston Churchill, during World War II, had people follow his leadership even when it cost lives because he knew the price of freedom.	The good Samaritan helped the person in the ditch who was robbed. He even paid for his room and care. Luke 10:30-35
The fortune-telling slave girl who proclaimed Paul and	Jesus washing the disciple's feet. John 13:5	They almost always have steps to solve the problems. You	They usually have many friends and in groups because	Jesus feeding the 5000 people	Jesus telling the disciples to go to Jerusalem and get a	Cry with the person who needs

Silas were servants of the Most High God. Acts 16:16-18		need to do this or that, etc.	they draw people in with this gift.	because he saw their need. Matthew 15:32	colt for Jesus to ride on and find a place to have his last supper. Matthew 21:2-5	to cry. I will be praying for you.
Struggles or Wrong Mindsets						
Prophesying	**Serving/Helping**	**Teaching**	**Exhorting**	**Giving**	**Leadership**	**Mercy**
They can become self-focused when trying to share how they overcame. They need to hear what God is saying to others.	They can focus on short time goals which limit them from seeing the big picture.	They can depend on education instead of Holy Spirit.	They can become people pleasers more than a God pleaser.	They can see money as the answer to every need.	They can be bossy.	They can overlook the sin that may need to be confronted.
They have a tendency to try, and problem solve instead of revealing God's solutions.	Doesn't understand why others don't see the need.	Because they are fascinated by details they can take too long to get to the point of the story.	They don't like to confront problems or people.	If not walking in love, their giving can become manipulating.	They can overstep their boundaries.	They meet needs for different people when God might be using this situation to correct a mindset.
They can add their own experiences to what God is saying and water down the message God has for the person.	Can be short-sighted when it comes to other giftings.	They can go down rabbit holes of research that take them off God's direction.	They can be very unorganized and negligence their personal and family life.	They can focus on what they have done for others and have resentment if not appreciated.	Because they see the big picture, they can sometimes make other people feel insignificant.	They tend to not allow people to be responsible for their actions.
They need to learn to know God's timing to say something God reveals to others. Sometimes God reveals things for you to pray for that person.	Doesn't know how to say no which causes them to overcommit to projects that can lead to resentment that others don't help.	They can love knowledge more than people.	They sometimes can overlook the real problem and the need for correction.	They can give when they are not led by God which can hinder a person's growth or lessons in life.	They need detailed people around them to accomplish the goal but their attitude of leading may not allow others to help.	A wounded mercy person can turn into the opposite of their gifting by judging. They want everything to be fair. God didn't promise that life

They can be blunt & judge others until they learn to walk in love.	May not see how valuable they are to the Body of Christ.					would be fair but provided a way to be an overcomer! John 16:33

The Wrap Up!

An employee was not keeping up with their projects at work or giving substandard work, how would the different motivational gifts respond?

- A mercy person would have a hard time firing someone who does not meet the job standards. They would extend time for this person to change or not deal with the situation.
- An exhorter would encourage the employee to keep trying even if they don't see change.
- The teacher would give this person steps to accomplish their job.
- The leader would explain how not meeting the job requirements hurts the company. They would offer training to help the employee. If the employee doesn't change, the leader would let them go.
- The giver would ask if the employee needed anything to do the job.
- A mature prophetic person would point out the employee's weakness or attitude that needs to be change by saying, "You have the ability to do this job!" An immature prophetic person would respond by saying, "You need to change your attitude."
- The servant would ask what they could do to help the employee to get the job done.

This is my opinion that as you grow in the Lord, the fruit of the Spirit grows within you. Galatian 4:22-23 NIV says "But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law." Being mature in the Lord allows you to tap into all the motivational gifts and gifts of Holy Spirit. Your main function or purpose in the Body of Christ will stay the same but your ability to tap into God's treasures and gifts will expand even when it is outside your normal function or purpose.

The Real Focus!

The real focus is not on our gifting, calling, or where we fit into this world. All the training we received is good but very limited and can trap us in a box. It puts limits on us and on God. Being God's kid is what Jesus came to earth to restore that relationship. Even when Jesus was baptized, he wasn't recognized as the Messiah but as God's Son Matthew 3:16-17).

When you discover your motivational gift, it helps you understand what fulfills you or satisfies you. It brings you joy. One of the keys is realizing the other motivational gifts see differently and are fulfilled by operating in their gifting. This keeps us from judging. When you are being used by God to help others, knowing their motivation will help you keep them moving forward to success.



As a side note, the confusion about the gift of prophesy and the office of a prophet is explained below.
Both are needed and valuable but their function in the Body of Christ is different.
I hope this helps explain the difference.

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Note that these grace gifts are not the five-fold gifts and callings. They may have some of the same attributes, but their function is different. Prophecy is NOT the Gift of the Prophet. Prophecy is defined as strengthening, encouraging, and comforting others.

1 Corinthians 14:1 – 5 NIV "Follow the way of love and eagerly desire gifts of the Spirit, especially prophecy. For anyone who speaks in a tongue does not speak to people but to God. Indeed, no one understands them; they utter mysteries by the Spirit. But the one who prophesies speaks to people for their strengthening, encouraging, and comfort. Anyone who speaks in a tongue edifies themselves, but the one who prophesies edifies the church. I would like every one of you to speak in tongues, but I would rather have you prophesy. The one who prophesies is greater than the one who speaks in tongues, unless someone interprets, so that the church may be edified."

A Prophet call operates in the gifts of wisdom, discernment, and words of knowledge. They are gifted to hear from God and present God's perspective in all types of situations. The have the ability to see the big picture and are built to push through the storms of life to bring God's will on earth. They tear down strongholds, rebuild walls of protection, and restore people back to God's original intended destiny.

Everyone has the ability to operate in God's gifts of the word of knowledge, discernment, and wisdom but these gifts are part of the DNA of a prophet. Think of it this way. We all can pray but an intercessor carries that gift to pray all the time. We might all be able to teach at different

times with our different skill sets, but a five-fold teacher walks around thinking about how to help train people all the time. It is their full-time lifestyle.

People confuse the five-fold prophet gift with the grace gift of prophesy. That is why they get mad at the prophet when he "pokes the bear." This means they will touch on touchy subjects to bring to light strongholds or wrong mindsets to set someone free. A mature prophet doesn't do it on purpose, but it is just how they are used to deliver God's people. Then other people get upset because the grace gift of prophecy is someone reading a word, they got that seems not to have the power to change things. That is the job of prophecy to help people keep on moving by encouraging them that they are not alone. Neither is less or greater than the other. Both are needed and vital to bring God's will on earth. These gifts are just different ways to function in the Body of Christ.