



Sample Report

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Help- Understanding your motivational gifts

What are Motivational Gifts?

The seven spiritual gifts described in Romans 12:6-8 are also referred to as Motivational Gifts. Motivational Gifts are strong inner-directed tendencies or special talents which are God-given and allow us to perform certain tasks with extreme ease. When we use our gifts to serve God and others, we receive a deeper joy and satisfaction.

Who receives Motivational Gifts?

Both Scripture and practical experience suggest that these motivational gifts are resident within us at birth. For example, from our earliest childhood, we exhibit certain thinking, behavior and communication patterns – our personality – that remain fairly consistent throughout our life. When one is “born again” and filled with the Holy Spirit (John 3:3-8), a spiritual transformation occurs and our gifts are to be used for God’s purposes. Because we are imperfect with a sin nature and a free will, our gifts can be used in either mature or immature ways, for good or evil. When gifts are used to do God’s will, we work in concert with our Creator and spiritual blessings result.

How many Motivational Gifts does each person have?

Jesus Christ was perfect, possessing and perfectly functioning in all seven Motivational Gifts. As frail humans, we will not function in all seven as Christ did. However, as believers, each Christian has at least one dominant Motivational Gift that will be expressed through his or her unique personality.

At the same time, we are told to have an accurate perception of ourselves and to neither over- nor under-estimate ourselves (Romans 12:3). As we mature spiritually, we will tend to function in more of the seven. In almost all circumstances, however, our dominant gift will color our perception and behavior.

The Apostle Paul gives us an important insight into finding our calling and life purpose:

“Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is – his good, pleasing and perfect will. For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. 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. We have different gifts, according to the grace given us.

| | |
|---|--|
| <i>(Bold Proclaimer)</i> | <i>If a man’s gift is prophesying, let him use it in proportion to his faith;</i> |
| <i>(Relentless Server)</i> | <i>If it is serving, let him serve;</i> |
| <i>(Researching Teacher)</i> | <i>if it is teaching, let him teach;</i> |
| <i>(Enthusiastic Encourager)</i> | <i>if it is encouraging, let him encourage;</i> |
| <i>(Cautious Contributor)</i> | <i>if it is contributing to the needs of others, let him give generously;</i> |
| <i>(Organized Leader)</i> | <i>if it is leadership, let him govern diligently;</i> |
| <i>(Cheerful Heart)</i> | <i>if it is showing mercy, let him do it cheerfully”</i> |

(Romans 12:2-8 NIV, emphasis added).

Your Motivational Gift Scores

Relentless Server (Helper, Minister, Volunteer, Self-starter, Reliable, Doer, Expediter, Practical service to others, Bias for action over talk) **Seeks to serve others**

7.48

Organized Leader (Orchestrator, Organizer, Administrator, Coordinator, Overseer, Visionary, Systematic, Achiever, Director, Goal-oriented, Willing To stand In front and take charge) **Seeks results through orchestration of people, projects and resources**

6.54

Your report contains information about your two top Motivations shown above

Researching Teacher (Learner, Academic, Intellectual, Subject Expert, Analytical, Scholarly) **Seeks understanding and opportunities to teach others**

5.71

Bold Proclaimer (Prophecy, Proclaiming Truth, Perceiving, Visionary, Interpreting, Frank, Direct, Comfortable with confrontation) **Seeks to speak up for what is right**

5.21

Cautious Contributor (Giver, Supplier, Investor, Multiplier, Thrifty, Money-Minded, Value-Minded) **Seeks to be a generous resource provider for worthwhile causes**

5.11

Enthusiastic Encourager (Influencer, Exhorter, Coach, Counselor, Storyteller, Talker, People-Person, Cheerleader, Optimist) **Seeks to mentor and build up others**

3.71

Cheerful Heart (Mercy, Nurturing, Compassionate, Tenderhearted, Caring, Sensitive, Gentle, Empathetic, Artistic, Emotional, Kind) **Seeks to emotionally support people – especially those who are hurting**

3.01

Rank is more important than score. Do not compare your score with others – use ranking of gifts instead.

Relentless Server

& Organized Leader

This report provides in-depth information on your top two motivational gifts, which we call Your Motivational Gift Mix. More information on your other top gifts is available from your Authorized Advisor listed on the first page of this report.

Your Motivational Gift Mix

Your Top Motivational Gift **Relentless Server**

Relentless Servers are concerned with meeting immediate needs, usually physical. This allows for a clean, orderly and inviting environment and the opportunity to free up others for the work they have been called to do.



Key Synonyms

Helper, Minister, Volunteer, Self-starter, Reliable, Doer, Expediter, Task completer

Needs

To be recognized and appreciated for what they do.

Your Second Motivational Gift **Organized Leader**

Organized Leaders are concerned with getting results by knowing where to go, how to get there, and what to do next. The original Greek translates as "one who stands out front." Leaders will have people following them



Key Synonyms

Visionary, Organizer, Orchestrator, Systematic, Achiever, Director, Goal-oriented

Needs

To clarify goals and receive support to achieve them



Your Calling

Relentless Server

- ✓ To help others realize their calling
- ✓ To serve those who cannot perform physical tasks themselves
- ✓ To persevere by taking care of time-consuming physical tasks of others so they may be freed up to embrace their calling

Organized Leader

- ✓ To clarify and organize
- ✓ To achieve goals and advance the vision
- ✓ To build up a team
- ✓ To establish effective and efficient systems that are workable, practical and desirable which can be turned over to others

Your Calling based on your gift mix of Relentless Server and Organized Leader

- ✓ Your calling is to be servant leader

Adjectives

Relentless Server

- ✓ Expediter, Helper
- ✓ Good neighbor, Yes person
- ✓ People Pleaser, Minister
- ✓ Social Worker, Handyman
- ✓ Worker, Laborer
- ✓ Reliable
- ✓ Dependable
- ✓ Trustworthy,
- ✓ Help Mate
- ✓ Good Samaritan, Server
- ✓ Butler, Attendant
- ✓ Volunteer
- ✓ Jack of All Trades
- ✓ Confidant
- ✓ Doer
- ✓ Reliable
- ✓ Realistic
- ✓ Trusted Assistant

Organized Leader

- ✓ Decisive
- ✓ Assertive
- ✓ Strategic
- ✓ Focused
- ✓ Determined
- ✓ Purposeful
- ✓ Resourceful
- ✓ Effective
- ✓ Efficient
- ✓ Organized
- ✓ Practical
- ✓ Visionary

Your Personal Characteristics

Relentless Server

- ✓ More alert to the physical needs of others (comfort, food, health) than anyone else
- ✓ Completes practical tasks without being asked
- ✓ Hard to say no (volunteering champ)
- ✓ Can be a people pleaser
- ✓ May enable people by doing all their work as opposed to empowering them
- ✓ Prefers to be behind-the-scenes as a support person, not the leader
- ✓ Tendency to over-commit
- ✓ Not ego driven--- willing to share honor
- ✓ Hard worker
- ✓ Strong purity of motive, without guile
- ✓ Self-sufficient--- does not call in IOUs
- ✓ Quickest to apologize (needs approval)

Organized Leader

- ✓ Has a "can-do" attitude but unlikely to volunteer unless victory is achievable
- ✓ Takes responsibility and does not finger point
- ✓ May find it difficult to retire
- ✓ May tend to drive others too hard
- ✓ High drive and energy (hard to sit still)
- ✓ Focused
- ✓ Has the ability to see the big picture and break it down into organized tasks
- ✓ Rarely volunteers because they prefer to be recruited and negotiate terms to better ensure their success
- ✓ May create stress to perform better due to adrenaline
- ✓ Achievement is their love language
- ✓ Have little desire to be stroked, affirmed, or patted on the back
- ✓ Results matter
- ✓ Always something to do - image of intense busyness
- ✓ Vision and purpose matter

What if traits of my top gift seem to conflict with traits of my second gift?

See page 12 of this report



Your Strengths

Relentless Server

- ✓ Does more physical labor than anyone
- ✓ Hospitality
- ✓ Flexible-- will drop what they're doing to help
- ✓ Outstanding memory for likes and dislikes of people
- ✓ Strong loyalty
- ✓ Prays and works hard to make leadership look good
- ✓ Works behind the scenes to keep everything going
- ✓ Strong ability to persevere in the worst conditions
- ✓ Keeps things clean and orderly
- Anticipates needs of others

Organized Leader

- ✓ Leader
- ✓ Organizer
- ✓ Results Getter
- ✓ Executive
- ✓ Ruler
- ✓ Orchestrator
- ✓ Commander
- ✓ Administrator
- ✓ Goal-achiever
- ✓ Respected authority
- ✓ Effective use of resources
- ✓ Knows where to go and how to get there, and what to do
- ✓ Team builder

Your Weaknesses

Relentless Server

- ✓ Often ridiculed, pigeonholed, and made fun of due to superior work ethic and accommodating ways
- ✓ Often manipulated because of natural desire to please others
- ✓ May neglect needs of family to serve others
- ✓ May be overworked because of saying “Yes” to every request
- ✓ May be stressed by the “mess”

Organized Leader

- ✓ May be bossy
- ✓ May value results over people and truth
- ✓ May rely on their own agenda
- ✓ May be dictator, tyrant, empire builder
- ✓ May need control, trophies, plaques and ego affirmations
- ✓ May be focused on whatever will advance them personally

Your Spiritual Response State

| | Natural (Birth) State Natural State (All about you) - This is how you thought and acted as a child. These emotions are still powerful drivers today when your emotional needs are not met. | Spiritual (Desired) State Spiritual State – (All about how Jesus wants you to be) This is listening to the Holy Spirit moment by moment and being obedient to what you hear. It is also the application of Spiritual wisdom. |
|--|--|--|
| Response State of a Relentless Server | Driven by an intense emotional need to tie up loose ends | Driven by an intense emotional need to tie up loose ends for the highest good |
| | Wants to please self | Wants to please God |
| | Under stress may feel unappreciated and become a slave to busy work | No stress, but skill and heart to do everything for the glory of Jesus |
| | Ask others to help | Unselfish service regardless of what others do |
| | Does not ask for permission to jump into a project | Spirit led in seeking permission to help with a project |
| | Volunteers for everything | Involvement only after prayer |
| | Openly hurt when others are not grateful for what you do | Seeks to serve without recognition or notice - often in secret |
| | May neglect needs of family to serve others | God-directed balance in how time is used |
| | Restlessness | Peace |
| | Openly impatient | Patient and tolerant response. |
| | Say “yes” to every request | Say “yes” to requests only after prayer |
| | Openly stressed by the mess | See opportunity for ministry in the mess |
| Response State of an Organized Leader | Driven by need for achievement, control & recognition | Delights in being driven by the Holy Spirit |
| | Do things your way; lead to please self; follow own agenda | Lead to seek God’s agenda first - desire to please God |
| | May be bossy, hot-headed, dictatorial, easily irritated, impulsive, demanding, take matters into own hands, over-driven | Spirit led speech and actions – supernatural ability to lead, motivate, inspire to glorify God |
| | Not under authority - driven by own free will | Under God’s authority - driven by loving God |
| | Take Charge | Works through the Spirit |
| | Activities based on what feels good at the moment | Activities directed by the Holy Spirit |
| | No boundaries - over-committed | Peace - yes is yes; no is no |
| | Wants Control | God’s in control |
| | Selfish | Humble |
| | The ends justify the means | The Truth has set you free |



Suggested Ministry Roles

Relentless Server

- ✓ Hospitality, Food Service,
- ✓ Lodging, Maintenance
- ✓ Grounds, Nursery, Handy Man
- ✓ Sunday School, Vacation Bible School, Any Support Job
- ✓ Usher, Visitation, Bus Driver
- ✓ Room set up, Last minute fill in

Organized Leader

- ✓ Leader Pastor
- ✓ Coordinator
- ✓ Organizer
- ✓ Board member
- ✓ Supervisor

Suggested Careers

Relentless Server

- ✓ Hospitality, Food Industry
- ✓ Trades, Outdoor Jobs
- ✓ Assistant, Childcare, Secretary
- ✓ Physical labor, Active Jobs
- ✓ Customer Service
- ✓ Hands-on Jobs, Transportation
- ✓ Maintenance
- ✓ Law enforcement, Military
- ✓ Healthcare Services

Organized Leader

- ✓ Boss, Manager, Supervisor
- ✓ Authority, Board Member
- ✓ Executive, Coordinator, Organizer,
- ✓ Take Charge, Logistics
- ✓ Special events, Crowd control
- ✓ Crisis Leader, Task-Master, Planner
- ✓ Project Management
- ✓ Turn-around Specialist
- ✓ Change Implementer, Implementer
- ✓ Problem Solving, Entrepreneur

Suggested Education

Relentless Server

- ✓ Technical, Agriculture
- ✓ Culinary, Nursing
- ✓ Computer hardware
- ✓ Construction, Mechanical
- ✓ Food, Parks, Criminal Justice
- ✓ Healthcare, Education
- ✓ Personal care, Social Services
- ✓ Production trades

Organized Leader

- ✓ Business
- ✓ Military
- ✓ Organizational Development
- ✓ Leadership,
- ✓ Development,
- ✓ Political Science



Character Development

Your character is the imprint you leave on others.

Focus on developing your character and excelling in the following areas:

Seven key character traits of a Relentless Server

Alertness - Observing situations carefully so that you can gather needed information to make wise decisions.

Availability - Willingness to assist others in whatever way needed.

Endurance - Doing your best while under pressure and not giving up.

Flexibility - Willingness to change your plans or schedule when other priorities arise.

Generosity - Looking for ways to meet the needs of others by sharing your time, energy, and resources.

Hospitality - Reaching out to those in need by sharing your personal resources. Inviting others to share in the comforts you enjoy.

Joyfulness - Choosing to focus on the positive in each situation you face. Not allowing my circumstances to control your reactions.

Seven key character traits of an Organized Leader

Decisiveness - Making decisions based on sound principles instead of being swayed by popular opinion.

Determination - Not giving up in the face of opposition.

Humility - Acknowledging (giving credit to) those who contributed to your success.

Initiative - Looking for ways to assist others without (before) being asked.

Loyalty - The commitment you show to those with whom you interact.

Orderliness - Realizing that careful arrangement of my belongings will lead to better efficiency.

Responsibility - Fulfilling known expectations

Overview – All the Motivational Gifts

How do the “Motivational Gifts” compare to one another



| Motivation | Prophet | Server | Teacher | Encourager | Contributor | Leader | Mercy |
|-----------------------------------|---|--|--|--|---|--|--|
| Key Synonyms: | Bold Proclaimer, Judge, Perceiver, Stimulator, Moralist, Preacher, Truth-Speaker, Advocate, Prosecutor, Illuminator | Relentless Server, Helper, Minister, Volunteer, Self-starter, Reliable Doer, Expediter, Task completer | Researching Teacher, Learner, Academic, Intellectual, Subject Expert, Analytical, Scholarly | Enthusiastic Encourager, Influencer, Coach, Mentor, Exhorter, Counselor, Story-Teller, Cheerleader | Cautious Contributor, Giver, Investor, Value-Builder, Supplier, Provider, Multiplier, Asset-protector | Organized Leader, Overseer, Visionary, Orchestrator, Systematic, Achiever, Director, Goal-oriented | Cheerful Heart, Empathetic, Artistic, Compassionate, Nurturer, Tenderhearted, Sensitive, Emotional |
| Real motive | Proclaim the truth as they know it | Serve others by taking care of needs | Verify & explain the truth | Positive influence with people & events | Wise use of resources | Getting results with a proven system | kindness to those hurting |
| Best at | Advocating change | Doing, Volunteering | Synthesizing data | Networking | Dollarizing | Delegating | Being supportive |
| Natural function Strengths | Politics & Religion Self-disclosure Bold & courageous Change agent | Physical maintenance Hard work Selflessness Trustworthy | Mental (knowledge) Constant learning Insight, Analysis Subject expertise | Relationships Motivating, Coach Counsel & advice Entertainment | Economics Finance Growing assets Leaving a legacy Avoiding debt | Strategy The right things Doing things right Achieving goals | Emotional (feeling) Caring, Listening, Forgiving, Arts, Music, Creativity |
| Weaknesses | Opinionated | Enabling | Absent-minded | Group think | Hoarding | Bossy, Dictatorial | Too easily swayed |
| Under stress | Impulsive Legalistic | Neat freak Feeling inferior | Know-it-all Pharisaic | Gossip Busybody | Stingy , Overly conservative | Results trump people, Pushy | Worry & Anxiety Withdrawal |
| Pace | Intense | Continuous | Reflective | Upbeat/sociable | Cautious | Efficient | Unhurried |
| Focus is on... | Truth & justice | Physical tasks | Proof & Validation | Advancing people | Getting \$\$\$ worth | Better execution | Emotional needs |
| Dislikes | Corruption Contradictions | Idleness & neglect, Not done | Misinformation , Ignorance | Criticism, Being alone, Negativity | Waste, Fraud, Ungratefulness | Chaos, Sloppiness, Disorganization | Conflict, Insensitivity |
| Likes to be | To the point, Direct | Working | Thorough | Optimistic | Low key | Disciplined | Caring/concerned |
| Others to be | Genuinely honest | Appreciative | Accurate | Responsive | Trustworthy | Dependable | Comfortable |
| Special talent | Courage | Self-starter, Flexible | Unique insights | Bringing out the best in people | Generously, Helping with \$\$ | Turning big projects around | Empathy & harmony |
| Wants to be... | Truthful, Convincing | Helpful, Dependable | Well informed Knowledgeable | Flexible, Enthusiastic | Endowing, Worthwhile | Goal oriented Focused | Faithful, Loving, Affectionate |
| Challenge: | To love others | Help, not enable | Balance | Overcome criticism | Credit others - not self | People relationships | Avoid wrong relationships |



Gift Conflict

It is common for the traits of one gift to appear out of alignment with one of your other gifts.

Your gift of Relentless Server and Organized Leader fit well together. Your gift of Relentless Server is all about serving others. Your gift of Organized Leader is all about getting results. Combined this is a natural servant leader. Be cautious about just doing the work. Instead, look for ways to involve others and lead by example.

Your best results will occur when you are functioning in your Spiritual state. See page eight of this report.

If you do feel conflict between serving and leading, you may be functioning in your natural state and this turmoil or inner conflict is common.

However, if you are functioning in your Spiritual state, the dilemma is resolved. As you listen to the Holy Spirit, you will know what course of action to take. There is no conflict, but great peace.

If you find yourself with an inner conflict about how to serve someone, the best course of action is no-action - until you pray about it.

How to Use This Report

You are completely unique. That's good. Use this report to identify your gifts and strengths. Spend as much time as you can to develop and use them. Be “the best you” that you can be.

You are not a mistake. You don't need to be like anyone else. Develop your strengths. Do that at which you are good.

Work with your authorized advisor. It pays to take your time and seek wisdom when you're making important decisions about your life, your career and your education. Even top-performing people use coaches for help or encouragement.

Gain understanding - Apply what you learn. Read this report. Ponder it. Does it reflect the way you think and act? Do more than just read the report and put it away. It's not what you know that counts. It's what you do with what you know that counts. Develop an action plan.

Part of the process. This report does not provide the total answer. The information in this report (or any other assessment) should only be part of your decision process.

Application

How do I apply what I have learned about Motivational Gifts?



The best source of wisdom is God's Holy Scripture and the Holy Spirit.

Use what you have learned about your motivational gifts to *filter* your major life choices.

Seek Wise Counsel.

How do I know when I am operating within my Motivational Gifts?

You have a Spiritual Joy and Peace in what you do. (Gal 5:22)

You are serving others unselfishly.



What's Next?

Questions

If you have not talked to a coach or advisor, please consider doing so. You will receive a great deal of insight and help in understanding your report. If shown, contact your advisor listed on the first page of this report to schedule a debrief appointment.

Feedback

Please give us your feedback

<http://www.lifeoutfitter.com/Feedback.aspx>

Like what you see?

Consider being an authorized advisor

<http://www.lifeoutfitter.com>

Receive periodic encouraging emails based on your motivational gift

Receive periodic affirmation emails with helpful information about your top motivational gift and associated character traits.

Emails are short and easy to read. Sign up by clicking this link:

<http://www.lifeoutfitter.com/affirmationEmail.aspx>

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Notes: