

DISCOVERING YOUR MOTIVATIONAL GIFTS WORKBOOK



Victory Church
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Having then gifts differing according to the grace
that is given to us, let us use them:
if **prophecy**, let us prophesy in proportion to our faith;
or **ministry**, let us use it in our ministering;
he who **teaches**, in teaching;
he who **exhorts**, in exhortation;
he who **gives**, with liberality;
he who **leads**, with diligence;
he who shows **mercy**, with cheerfulness.

Romans 12:6-8

PROPHECY

Core Motivation: To see God's people aligned with truth and walking in holiness.

This gift is driven by a deep desire for spiritual integrity, repentance, and faithfulness to God's Word.

KEY CHARACTERISTICS

1. Feels compelled to speak truth clearly rather than remain silent.
2. Often discerns underlying spiritual issues behind behavior.
3. Recognizes and confronts sin or compromise.
4. Feels deep grief when others walk in deception or sin.
5. Grounds correction in Scripture rather than personal opinion.
6. Looks for visible fruit that confirms genuine repentance.
7. Communicates truth directly and without excessive cushioning.
8. Passionate about protecting doctrinal purity and the spiritual direction of the church.
9. Welcomes correction when it is shown from Scripture.

COMMON MISUNDERSTANDINGS

1. Frankness may be perceived as harshness.
2. Corporate holiness may be prioritized over individual feelings.
3. May use dramatic or bold illustrations to make a spiritual point.
4. High moral standards can unintentionally create relational distance.

GROWING PAINS (WHEN IMMATURE)

1. Can confuse suspicion with discernment.
2. Can mistake personal conviction for biblical authority.
3. May value being right more than restoring relationships.
4. May speak truth without sufficient relational investment.

BIBLICAL EXAMPLE: JOHN THE BAPTIST

1. Boldly confronted sin
2. Called for visible fruit of repentance
3. Pointed people toward Christ
4. Decreased so Christ could increase

SERVING

Core Motivation: To meet practical needs so that God's work moves forward smoothly and people are cared for.

This gift is driven by action more than words — they show love through doing.

KEY CHARACTERISTICS

1. Naturally notices practical needs that others overlook.
2. Often knows the preferences, likes, and dislikes of others.
3. Responds quickly when a need arises.
4. Willingly expends physical energy to get the job done.
5. Frequently uses personal time and resources to help others.
6. Desires sincere appreciation but does not usually seek public recognition.
7. Takes satisfaction in completing tasks thoroughly.
8. Has difficulty saying no when help is requested.
9. Prefers short-range, achievable goals and tangible results.

COMMON MISUNDERSTANDINGS

1. Initiative may be perceived as pushiness.
2. May bypass "red tape" to solve a problem quickly.
3. Can become frustrated with those who talk more than they act.
4. May struggle to receive help from others.
5. Lack of appreciation can feel deeply discouraging.
6. Urgency to meet needs may interfere with long-term planning.
7. Can become distracted by immediate needs and lose sight of God's plan for their own life.
8. May focus so heavily on practical needs that spiritual dimensions are overlooked.

GROWING PAINS (WHEN IMMATURE)

1. May equate busyness with faithfulness.
2. Can become resentful when others don't help.
3. May overcommit and experience burnout.
4. Can unintentionally enable dependency.
5. May define personal worth by usefulness.

SERVING

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BIBLICAL EXAMPLE: MARTHA

1. Actively prepared and provided
2. Focused on hospitality and practical care
3. Became distracted by serving
4. Needed reminder that presence with Christ matters as much as activity for Christ

TEACHING

Core Motivation: To understand God's Word accurately and help others understand it clearly.

This gift is driven by a passion for truth, clarity, and doctrinal stability.

KEY CHARACTERISTICS

1. Believes sound doctrine strengthens and supports all other ministry.
2. Prefers to use biblical examples rather than personal stories.
3. Evaluates teaching carefully for biblical accuracy.
4. Loves studying Scripture and engaging in research.
5. Seeks biblical foundations before embracing new ideas.
6. Tends to teach in logical, systematic sequence.
7. Has a deep appreciation for words, definitions, and precise meaning.

COMMON MISUNDERSTANDINGS

1. May become so focused on content that people feel secondary.
2. Can appear overly dependent on study tools rather than being led by the Holy Spirit.
3. A strong tendency to test knowledge and accuracy can sometimes be perceived as prideful.
4. May appear emotionally reserved or less expressive.
5. May provide strong information but insufficient practical application.

GROWING PAINS (WHEN IMMATURE)

1. Can equate knowledge with maturity.
2. May value precision over transformation.
3. Can become critical of less structured communicators.
4. May hide behind study rather than engage relationally.
5. Can resist experiential expressions of faith.

TEACHING

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This gift is driven by a passion for truth, clarity, and doctrinal stability.

BIBLICAL EXAMPLE: PAUL THE APOSTLE

1. Reasoned from the Scriptures
2. Built doctrinal foundations for the early church
3. Wrote systematic theological arguments (Romans, Ephesians)
4. Balanced deep theology with pastoral concern

EXHORTATION

Core Motivation: To encourage spiritual growth by helping people take practical next steps.

This gift is driven by transformation — not just understanding, but application.

KEY CHARACTERISTICS

1. Naturally suggests clear, actionable steps for growth.
2. Finds joy in seeing others apply biblical truth to daily life.
3. Prefers teaching that connects directly to everyday living.
4. Sensitive to others' emotional responses and readiness.
5. Frequently uses personal stories to illustrate biblical principles.
6. Feels burdened when people hear the truth but do not act on it.
7. Is grieved by teaching that lacks practical direction.
8. Enjoys counseling, mentoring, and coming alongside others.

COMMON MISUNDERSTANDINGS

1. Action steps may seem to oversimplify complex struggles.
2. May feel personally responsible when others do not follow through.
3. Application-focused use of Scripture may occasionally risk missing broader context.

GROWING PAINS (WHEN IMMATURE)

1. Can become impatient with slow growth.
2. May equate spiritual maturity with visible progress.
3. Can unintentionally pressure people to "fix" issues quickly.
4. May feel discouraged when measurable change is not immediate.
5. Might substitute motivation for deep doctrinal grounding.

BIBLICAL EXAMPLE: BARNABAS

1. Encouraged new believers
2. Advocated for Saul when others feared him
3. Strengthened churches in their faith
4. Came alongside others to build confidence and action

GIVING

Core Motivation: To invest personal resources in ways that advance God's work and meet meaningful needs.

This gift is driven by stewardship, kingdom impact, and eternal perspective.

KEY CHARACTERISTICS

1. Feels personally connected to ministries they financially support.
2. Often inspires or motivates others toward generosity.
3. Is burdened to see the church's financial needs met.
4. Prefers giving voluntarily rather than under pressure.
5. Rejoices when their gift becomes the answer to someone's prayer.
6. Often seeks unity with their spouse before making major gifts.
7. Desires to give quality, meaningful gifts rather than token amounts.
8. Frequently demonstrates unusual ability in generating income or recognizing opportunity.

COMMON MISUNDERSTANDINGS

1. Generosity may be misinterpreted as influence-seeking.
2. May feel uncomfortable or resistant when giving is heavily emphasized publicly.
3. Strong opinions about stewardship may be perceived as control.
4. Desire for excellence in giving may appear excessive to others.

GROWING PAINS (WHEN IMMATURE)

1. Can unintentionally attach expectations to their giving.
2. May struggle when financial decisions lack stewardship discipline.
3. Can equate financial success with spiritual approval.
4. May become discouraged if generosity is not handled wisely.
5. Can over-identify personal worth with provision.

GIVING

Core Motivation: To invest personal resources in ways that advance God's work and meet meaningful needs.

This gift is driven by stewardship, kingdom impact, and eternal perspective.

BIBLICAL EXAMPLE: ABRAHAM

1. Demonstrated generosity toward Lot
2. Gave a tenth to Melchizedek
3. Modeled faith-filled obedience in stewardship
4. Held possessions loosely because he trusted God's promises

LEADERSHIP

Core Motivation: To move God's work forward through intentional structure, planning, and mobilizing people.

This gift is driven by vision, coordination, and measurable progress.

KEY CHARACTERISTICS

1. Naturally sees the big picture and identifies long-range goals and necessary steps.
2. Finds deep satisfaction in accomplishing objectives and involving others in the process.
3. Evaluates available resources before launching a task.
4. Recognizes who is best suited for specific responsibilities.
5. Prefers to complete one assignment efficiently and then move on to the next.
6. Is not overly discouraged by criticism when pursuing a clear objective.
7. Steps into organizing roles when asked and works diligently to bring order and clarity.

COMMON MISUNDERSTANDINGS

1. May wait to be invited into leadership rather than volunteering initiative.
2. Delegation may be perceived as avoiding responsibility.
3. May fail to explain the reasoning behind decisions and strategy.
4. Focus on goals may unintentionally overshadow personal needs.
5. Efficiency and resilience under criticism may appear insensitive.

GROWING PAINS (WHEN IMMATURE)

1. Can become task-oriented at the expense of relationships.
2. May over-delegate without sufficient follow-up.
3. Can struggle with impatience toward inefficiency.
4. May equate success with visible achievement.
5. Might move forward without ensuring full team understanding or buy-in.

LEADERSHIP

Core Motivation: To move God's work forward through intentional structure, planning, and mobilizing people.

This gift is driven by vision, coordination, and measurable progress.

BIBLICAL EXAMPLE: NEHEMIAH

1. Cast vision for rebuilding Jerusalem's wall
2. Assessed resources before acting
3. Assigned families specific sections
4. Endured criticism without abandoning the mission
5. Balanced prayer with planning

MERCY

Core Motivation: To relieve suffering and reflect the compassionate heart of Christ.

This gift is driven by empathy, tenderness, and emotional awareness.

KEY CHARACTERISTICS

1. Gladly expresses compassion and kindness toward those who are hurting.
2. Naturally drawn to encourage and support distressed individuals.
3. Prefers correction only when absolutely necessary.
4. Highly sensitive to words and actions that may wound others.
5. Often senses deeper emotional realities beneath surface behavior.
6. Tends to prioritize emotional and relational needs.
7. Perceptive to how people respond during spiritual moments.
8. Feels a strong desire to relieve or lessen others' pain.

COMMON MISUNDERSTANDINGS

1. Gentleness may be interpreted as weakness.
2. Advocacy for others may appear overly protective.
3. Emotional decision-making may be viewed as lack of objectivity.
4. Deep concern for those in distress may be misunderstood relationally.
5. Preference for compassionate environments may limit broader engagement.

GROWING PAINS (WHEN IMMATURE)

1. May avoid necessary confrontation to preserve peace.
2. Can become emotionally overwhelmed by others' burdens.
3. May base decisions more on feelings than Scripture.
4. Might unintentionally enable unhealthy behavior.
5. Can gravitate primarily toward others who share similar sensitivity.

MERCY

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This gift is driven by empathy, tenderness, and emotional awareness.

BIBLICAL EXAMPLE: GOOD SAMARITAN

1. Saw suffering and stopped
2. Acted personally and sacrificially
3. Invested time and resources
4. Showed compassion beyond social barriers

MOTIVATIONAL GIFTS WORKSHEET

INSTRUCTIONS:

This questionnaire is designed to help you discover how God has uniquely equipped you to serve.

For each statement, **circle the number** that best describes you:

1 – Rarely True of Me

3 – Sometimes True of Me

5 – Regularly True of Me

Answer based on what is naturally true of you – not what you think should be true.

PROPHECY

1. I feel compelled to speak up when I see spiritual compromise. **1 3 5**
2. I often sense deeper spiritual issues beneath surface behavior. **1 3 5**
3. When someone is in sin, I feel grief more than indifference. **1 3 5**
4. I am uncomfortable when truth is softened to avoid offense. **1 3 5**
5. I naturally support correction with Scripture rather than opinion. **1 3 5**
6. I look for visible evidence that repentance is genuine. **1 3 5**
7. I would rather risk tension than allow error to go unchallenged. **1 3 5**
8. Protecting doctrinal integrity matters deeply to me. **1 3 5**
9. I appreciate when others correct me using Scripture. **1 3 5**
10. I feel energized when calling people back to biblical standards. **1 3 5**

Total: _____ / 50

MOTIVATIONAL GIFTS WORKSHEET

SERVING

1. I quickly notice practical needs that others miss. **1 3 5**
2. I prefer helping behind the scenes rather than being upfront. **1 3 5**
3. I feel most fulfilled when I am actively doing something to help. **1 3 5**
4. I struggle to say no when someone needs assistance. **1 3 5**
5. I become frustrated when others talk but do not act. **1 3 5**
6. I enjoy completing tasks more than planning them. **1 3 5**
7. I am willing to use my own resources to meet a need. **1 3 5**
8. I sometimes feel hurt when my efforts go unnoticed. **1 3 5**
9. I feel uncomfortable when I am not actively contributing. **1 3 5**
10. I prefer short-term, hands-on involvement. **1 3 5**

Total: _____ / 50

TEACHING

1. I feel compelled to ensure teaching is biblically accurate. **1 3 5**
2. I enjoy studying Scripture more than organizing activities. **1 3 5**
3. I analyze sermons and lessons for doctrinal soundness. **1 3 5**
4. I prefer structured explanations rather than spontaneous discussion.
1 3 5
5. I feel energized by research and digging deeper. **1 3 5**
6. I am cautious about accepting new ideas without biblical support.
1 3 5
7. I value clarity and precise wording. **1 3 5**
8. I become frustrated when teaching lacks depth. **1 3 5**
9. I would rather explain thoroughly than tell a story. **1 3 5**
10. I feel fulfilled when someone says, "I understand now." **1 3 5**

Total: _____ / 50

MOTIVATIONAL GIFTS WORKSHEET

EXHORTATION

1. I naturally suggest practical next steps when someone struggles. **1 3 5**
2. I feel energized when I see people apply biblical truth. **1 3 5**
3. I prefer sermons that clearly explain how to live it out. **1 3 5**
4. I often use personal experiences to illustrate spiritual truths. **1 3 5**
5. I become restless when teaching lacks application. **1 3 5**
6. I enjoy walking alongside people through growth. **1 3 5**
7. I feel discouraged when someone refuses wise counsel. **1 3 5**
8. I gravitate toward mentoring or counseling roles. **1 3 5**
9. I believe spiritual truth should produce visible life change. **1 3 5**
10. I am sensitive to whether someone is ready to move forward. **1 3 5**

Total: _____ / 50

GIVING

1. I feel personally invested in ministries I support financially. **1 3 5**
2. I often think about how resources could advance God's work. **1 3 5**
3. I prefer giving freely rather than being pressured. **1 3 5**
4. I rejoice when my gift meets a meaningful need. **1 3 5**
5. I naturally look for wise investment opportunities. **1 3 5**
6. I am sensitive to whether funds are stewarded responsibly. **1 3 5**
7. I am willing to give sacrificially when prompted. **1 3 5**
8. I feel burdened when ministry needs go unmet. **1 3 5**
9. I value excellence in what is supported financially. **1 3 5**
10. I believe resources are entrusted to me for kingdom impact. **1 3 5**

Total: _____ / 50

MOTIVATIONAL GIFTS WORKSHEET

LEADERSHIP

1. I think in terms of long-range goals and necessary steps. **1 3 5**
2. I feel energized organizing people toward a goal. **1 3 5**
3. I assess resources before starting projects. **1 3 5**
4. I can identify who is best suited for specific tasks. **1 3 5**
5. I prefer structured plans over spontaneity. **1 3 5**
6. I am comfortable delegating responsibilities. **1 3 5**
7. I stay focused despite criticism. **1 3 5**
8. I become impatient with disorganization. **1 3 5**
9. I gain satisfaction from measurable progress. **1 3 5**
10. I am motivated to bring order when things feel scattered. **1 3 5**

Total: _____ / 50

MERCY

1. I am deeply moved when I see someone hurting. **1 3 5**
2. I instinctively offer comfort before correction. **1 3 5**
3. I am sensitive to words that may wound others. **1 3 5**
4. I prefer helping people through emotional struggles. **1 3 5**
5. I find it difficult to confront someone harshly. **1 3 5**
6. I often sense unspoken pain in a room. **1 3 5**
7. I feel personally burdened when others suffer. **1 3 5**
8. I value harmony and compassion in relationships. **1 3 5**
9. I struggle to make emotionally difficult decisions. **1 3 5**
10. I believe demonstrating kindness reflects Christ powerfully. **1 3 5**

Total: _____ / 50

MOTIVATIONAL GIFTS WORKSHEET

FINAL SCORING SUMMARY for _____

Prophecy: _____

Serving: _____

Teaching: _____

Exhortation: _____

Giving: _____

Leadership: _____

Mercy: _____

INTERPRETING YOUR RESULTS

40–50 → Strong motivational tendency

30–39 → Moderate strength

20–29 → Supportive tendency

10–19 → Minimal motivational pull

FINAL TAKEAWAYS

1. What are your top three gifts? _____

2. Which gift do others affirm in you? _____

3. How might God be calling you to serve through this gift? _____
