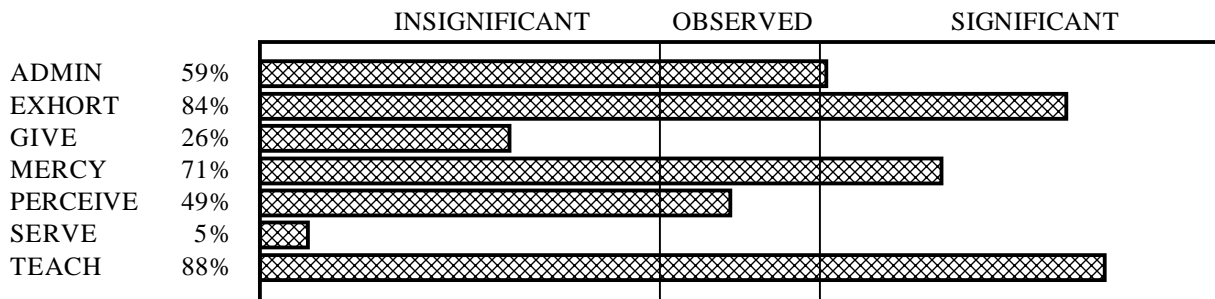


# GiftQuest Report

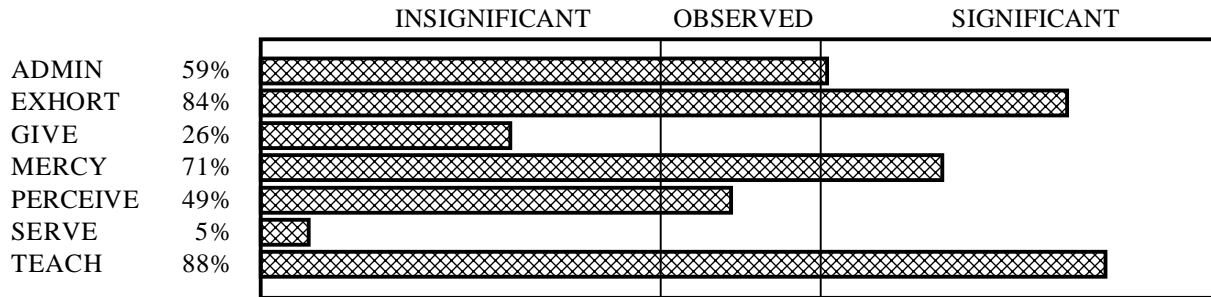
## Motivating Spiritual Gifts

Identified  
Interpreted  
Applied



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August 16, 1999

Thank you for taking the time to complete this inventory. It is designed to help you identify and function in your motivational gifts as identified in Romans 12. Based on your responses, the following analysis is presented. Your spiritual gift profile is:



This graph illustrates the "whole picture" in reference to your gift profile. Below is a listing of gifts that significantly contribute to your spiritual motivation. The first one listed is your primary motivational gift. If others are listed, they should be considered secondary contributing gifts that are present in sufficient measure to be named in your case.

Your primary motivational gift is:

TEACHING

Your secondary motivational gifts are:

EXHORTATION  
MERCY  
ADMINISTRATION

PERSONALIZED MOTIVATION SUMMARY

Following is a personalized characterization of each of the seven gifts- motivations, based on the intensity of each one in you. Your primary gift of teaching is more accurately characterized as a deep motivation to study matters out-to-do research. You may or may not enjoy or participate in teaching others. It is natural for you to evaluate, to probe to look up facts, background information, details, or whatever is necessary to research the matter thoroughly. You want to establish what is correct, accurate--to arrive at the truth. You are willing to study, to look up information, to read directions, to do word studies, to gather books and related research materials, to be meticulous-tedious in your approach, to investigate thoroughly until convinced-sure that your conclusions, observations, and/or facts are accurate. As you mature in Christ, the scriptures and their accurate interpretation will be of supreme importance to you. You are prone to think and say things like: "Who said that."; "Where is it found?"; "How do you know that?"; "On what basis to you say that?"; "I need to look that up myself!" You prefer logical, systematic study and presentation of information. You tend to be an unresponsive listener, remaining silent and uncommitted until prepared to speak. You are convinced that people must "know the truth and the truth will set them free!" When you function in this gifting you may be considered to be "mind" in the body of Christ, evaluating-studying-discovering-identifying truth.

Exhortation is a very pronounced part of your gifting profile. You are a relational person, regardless of the intensity of your primary gift. When focused in this aspect of your person, you have something to say in face-to-face involvement with others. You are comfortable in speaking with and helping others on a one-on-one basis. You are focused on promoting acceptance and harmony among others. You may be able to relate to diverse groups or individuals, showing understanding, acceptance, and diplomacy in dealing with folks different from yourself. You can be a verbal person.

Your third significant gift is that of mercy or showing compassion. You have an inner prompting and ability to identify with the distresses and joys of others. You desire to take action to remove hurts (especially emotional

hurts) and bring healing to others. You are frequently able to discern the emotional status of others and can view life through that intuitive sensing. In this motivation, you are drawn to people in distress. You have a vulnerability to hurts from those who fail to demonstrate sincere love to yourself or others. You have a tendency to avoid firmness until you see it necessary to avoid greater hurt. You possess a sensitivity to hurtful words and actions and can respond to them in like kind. You may tend to "close your spirit" to those who are offending you or others. You show significant loyalty to friends.

Ruling-Administration is your fourth highest gift. Its intensity is in the observed range. You may or may not function in an administrative role over others. You can approach activities and responsibilities in an organized manner. You can visualize the approach and completion of desired goals-tasks. You have a desire to see tasks brought to completion. You can stay relatively "task-focused"! In areas you feel competent, and if you are able, you may coordinate the activities of others for the achievement of common goals.

Your next highest spiritual motivation is that of prophecy, or more descriptively known as the gift of perception. You have an inner prompting and ability to perceive what is right versus wrong, good versus evil or true versus false. You are somewhat gifted to perceive, proclaim, promote and pray about the will of God. You possess a desire to correct what you see as wrong. You fairly quickly come to and express your perceptions, thoughts and ideas verbally. You tend to desire to bring others to a point of accountability and conviction. You tend to be whole-hearted in your involvements. You are willing to suffer for what you perceive as right. You have an intense desire that justice be done. You are willing to terminate existing relationships to remain loyal to truth.

The spiritual gift of giving is not one of your strong gifts. You are one who wants their life to count. You are willing to share what you do possess. You possess a significant capacity to involve yourself in tasks, ministries, people and organizations that you are investing yourself in.

The motivation to invest yourself in manual tasks-meeting practical needs is not a significant part of your motivational makeup. You are not drawn to performing practical deeds as a rule. If you do perform manual tasks, it is most likely an expression of one or several of your more significant giftings.

## LOCAL CHURCH MINISTRIES MATCHED TO YOUR GIFT-APTITUDE

Below is a listing of the top 20% of the 135 local church ministries that have been matched and sorted by your Gift-Aptitude. The listing is not suggesting that the first ministry should be your number one choice but you will find a number of the ministries listed to be valid matches to your gift profile as well as to your personal interests.

The gift-aptitude percent is a general population comparison percentage and not a measure of how well you would do in its companion church ministry.

Church Ministry	Gift-Aptitude
Counselor-Family	98%
Camp Counselor-Teen	97%
Camp Director-Teen	97%
Camp Director-Junior	97%
One-on-One Discipler	95%
Adult Teacher	95%
Teen Group Director	94%
Support Group Leader	94%
Recovery Ministries	94%
Recovery Ministry Coordinator	93%
Adult Teacher Substitute	93%
Small Group Director	91%
Childrens Teacher	91%
Small Group Leader	91%
Camp Counselor-Junior	90%
Administrative Board Chairman	90%
Leadership Roles	88%
Camp Assistant Counselor-Teen	87%
Teen Teacher	87%
Altar Counselor	86%
Young Adult Leader	86%
Camp Assistant Counselor-Jr.	86%
VBS Director	84%
Young Adult Teacher	83%
Jail/Prison Minister	83%

SECULAR VOCATIONS MATCHED TO YOUR GIFT-APTITUDE

Below is a listing of the top 15% of 245 secular vocations that have been matched and sorted by your Gift-Aptitude. The listing is not suggesting that the first vocation listed should be your number one choice but you will find a number of the vocations listed to be valid matches to your gift profile as well as to your personal interests. The gift-aptitude percent is a general population comparison percentage and not a measure of how well you would do in its companion secular vocation.

Secular Vocation	Gift-Aptitude
College Professor	99%
Philosopher	99%
Editor	97%
Musician	97%
Counselor Personal-Family	95%
Therapist-Speech	95%
Public Service	95%
Social Studies Teacher	94%
Sales Management	92%
Scientist	89%
History Teacher	89%
Psychiatrist	88%
Factory Sub-Foreman	88%
Substance Abuse Counseling	87%
Nutritionist	87%
Drama Instructor	86%
School Administrator	86%
Cashier/Checker	86%
Manager-Engineering	84%
Trainer	83%
Project Manager	83%
Management	83%
Administrator	83%
Psychologist	83%
Analyst	81%
Language Teacher	81%
Special Education Instruction	81%
Communications/Announcer	81%
Sociologist	81%
Social Services Worker	81%
Personnel Director	81%
Business Education Teacher	80%
Business Owner	80%
Dramatic Productions	80%
Field Service Specialist	77%

## PRIMARY GIFT OF: TEACHING

Your answers suggest that your primary motivating gift is that of teacher. The following is intended to help you focus on the motivation and general characteristics of the teaching gift as seen in others.

Those possessing this gift have an inner prompting and ability to evaluate and certify what is truth. Those gifted probe--seek answers to questions, clarifying the basis for everything. They are willing to search out facts until convinced that something is true or truth. They may be considered the "mind" of the Body of Christ, researching, studying and learning. Those gifted frequently focus on details, background, accuracy, clearly presenting and helping others understand truth. The motivation frequently, but not always, encompasses a significant desire to teach or give instruction to others. Those gifted are motivated to certify others who teach. Below is a listing of some of the more commonly seen personality characteristics of those with this gift:

Those gifted tend to believe that they must function so they and others will stand on "solid ground"--they ferret out truth. They delight in thorough research, prompted to be sure their conclusions, observations, and/or facts are accurate.

Those gifted focus on facts, details, words, background, and context. They desire to establish the basis of their authority and others. They ask: who, what, where, when, how, and why!

Those gifted desire to examine and present truth in logical, systematic sequence, preferring to remain silent and uncommitted until prepared to speak. They tend to be unresponsive listeners.

Those gifted desire to build precept upon precept, validating new truth by examining it in light of previously accepted truth.

Those gifted frequently view misuse of scripture and scripture taken out of context as abuse.

Those gifted can be proud of their knowledge, challenging others with it. They tend to possess a skeptical outlook and attitude toward others till proven trustworthy.

Those gifted can overemphasize facts and details, neglecting practical application of information. They may escape into a private world of books and study. They may seek the true meaning of Scripture intellectually, rather than through inspiration of the Holy Spirit.

Those gifted can be easily sidetracked by new interests.

## SECONDARY GIFT OF: EXHORTATION

Your answers suggest that a secondary motivating gift of exhorter. The following is intended to help you focus on the motivation and general characteristics of the exhorting gift as seen in others. It concludes with suggestions concerning broad areas of ministry you might consider in light of your gift.

Those possessing this gift have an inner prompting and ability to motivate people to grow in maturity in Christ. They may be considered the mouth of the Body, relational-- communicators, who verbally encourage others to effectively apply spiritual truths in their lives. Those gifted are able to discern maturity levels, and visualize spiritual achievement in terms of appropriate goals--steps of action. Those gifted are effective in promoting acceptance and harmony in the Body of Christ. Below is a listing of some of the more commonly seen personality characteristics of those with this gift:

Those gifted desire face-to-face involvement with people, being frequently involved in one-on-one personal counseling. They focus on visual expressions--responses of their listeners.

Those gifted gain insight through experience, motivated to learn "cause-and-effect sequences". They tend to validate insight gained through experience with scripture.

Those gifted are able to relate with diverse groups, frequently showing great acceptance, understanding, and diplomacy in dealing with people. They possess an extreme distaste for conflict and disharmony.

Those gifted see and raise hope for solutions to relational and personal problems. They seek to focus attention on benefits that may be gained in trials being experienced and steps of action to take in resolving them.

Those gifted can be undisciplined in overextending themselves and in handling time. They may unnecessarily take family time and/or hinder their own ability to fulfill personal responsibilities.

Those gifted may speak out of human wisdom and reasoning, rather than God's counsel. They tend to categorize problems and arrive at hasty conclusions upon gaining experience and success in counseling if they fail to actively depend on the personal leadership of the Holy Spirit.

Those gifted may give up on seemingly uncooperative people prematurely. They may create hope of resolve to problems without realistic reference to the amount of time it will require.

## SECONDARY GIFT OF: MERCY

Your answers suggest that a secondary motivating gift of mercy. The following is intended to help you focus on the motivation and general characteristics of the mercy gift as seen in others.

Those possessing this gift have an inner prompting and ability to identify with the joys and distresses of others. They take action to remove hurts (especially emotional hurts) and bring healing to others. They may be considered the heart of the Body, relational-- showing kindness, care, and mercy to others. This appears to be the most frequently bestowed gift in the Body of Christ. They identify words and actions that hurt others and are able to discern the emotional atmosphere of individuals and groups. They are incredibly sensitive to the emotional status of others and view life through that perspective. Below is a listing of some of the more commonly seen personality characteristics of those with this gift:

Those gifted have an ability to perceive genuine love and detect insincerity. They attract and are drawn to people in distress, and frequently focus on mental joy or distress. Their focus results in a greater vulnerability to deeper and more frequent hurts from those who fail to demonstrate sincere love.

Those gifted possess a strong need for deep friendships in which a mutual commitment is present. They tend to measure acceptance by physical closeness and quality time together. Closeness reassures acceptance to mercy motivated individuals.

Those gifted have a tendency to avoid firmness unless absolutely necessary to eliminate greater hurt. They tend to avoid disciplinary actions.

Those gifted have a sensitivity to hurtful words and actions. They are attracted to those who are sensitive to other's needs. They may tend to respond to perceived or real hurtful actions or attitudes toward them or others with insensitivity, harshness or rejection on their own part. They will close their spirit to the offending or perceived offending individuals.

Those gifted demonstrate a deep loyalty to friends. They frequently marry or are attracted to those possessing the spiritual gift of prophecy.

Those gifted tend to be ruled by their heart rather than their heads. They are feelers- intuitive rather than evaluators-analytical.

Those gifted are have a tendency to take up offenses directed toward others as they were directed toward themselves. When offended or sensing offense, they may attack another or cut off themselves from those they consider insensitive.

Those gifted may be vulnerable to making decision based on feelings rather than reason. They may fail to exercise firmness appropriate to a situation for concern of hurting an individual. They may become possessive in their friendships, monopolizing the time and attention of others and/or offended when attention is given to others.

Those gifted may tend to comfort those who are willfully violating God's principles or react negatively-bitterly toward God when they see others or themselves experience suffering that they do not understand.

## SECONDARY GIFT OF: ADMINISTRATION

Your answers suggest that a secondary motivating gift of administrator. The following is intended to help you focus on the motivation and general characteristics of the administering gift as seen in others.

Those possessing this gift have an inner prompting and ability to coordinate the activities of others for the achievement of common goals. They have an inner urging to preside, lead or stand before others. They possess an inner prompting to organize- coordinate personal responsibilities and have the inner prompting to seek new challenges following completion of previous goals. They can be considered the "shoulders" of the Body of Christ, carrying the load of leadership.

Those gifted have an ability to visualize final results, "seeing" the larger picture and knowing what it will take to accomplish the overall task.

Those gifted have the ability to breakdown major goals into manageable units. They are further able to identify specific talents in others to accomplish those goals, while maintaining the ability to know what should and what should not be delegated.

Those gifted have a desire to see tasks accomplished as quickly and wholeheartedly as possible. They begin before others see the task initiation, by identifying and securing resources. They possess a further ability to remove themselves from distracting situations to remain focused on what they perceive their primary responsibility.

Those gifted are able to inspire and enlist others to participate in the completion of tasks. They tend to be "anointed" to ask others to assume responsibilities.

Those gifted are able to endure opposition and reaction from those inside and outside to accomplish tasks. They realize that without the continuous investment into tasks, these tasks will not be realized.

Those gifted have a tendency to stand aside in the presence of established leadership until leadership responsibility is given to them. They further have a tendency to assume leadership responsibility if a leadership vacuum exists.

Those gifted may respond to workers as task-completion resources and not people investing together in task completion. They may further show favoritism to those appearing more loyal to them, available to them, or with a past record of being available to them rather than investing in developing new individuals at the sacrifice of some time. They are vulnerable to loading willing workers with too much responsibility.

Those gifted may become sidetracked in accomplishing personal goals and ambitions, rather than truly following the leadership of those over them. They may be premature in taking charge of mismanaged projects.

Those gifted may overlook character flaws or failings in valuable workers. They may be unresponsive to appeals to consider other alternative when pursuing a course they see is quickest and best for the moment. They may respond wrongly to those in opposition.