



Lesson 4a: Identifying and Defining Your Motivational Gift

Our unique personal gifts motivate how we live our lives. We call them motivation gifts for this reason. If we do not function in our motivation gift we will be frustrated and feel unfulfilled. In operating in our gifts, we will discover purpose and happiness.

Some points to note about motivational gifts:

- ✓ Everyone has a gift, there is no one who is left out.
- ✓ Each one has a unique gift blend, a package of gifts blended to make us unique. The secondary and even third gifts will affect our primary motivational gift.
- ✓ There are seven motivational or inherent gifts described in Romans.
- ✓ We are born with these and they can be observed in childhood.
- ✓ We must work with and develop our gift.
- ✓ Our gift affects our perspective.
- ✓ Each gift is of equal value.
- ✓ We function best in our place of giftedness.
- ✓ We must understand the motivations of others
- ✓ The descriptions of the motivation gifts are guidelines only/ there may be some points which don't apply to you.
- ✓ Sometimes our natural gifting has been warped by childhood or other circumstances.

Assessing Your Motivational Gifts

Instructions:

1. Go through the statements below and respond quickly to each statement according to the following scale.

4 = definitely true

2 = most of the time

1 = some of the time

0 = no, never

1. Write the number of your response in the block whose number corresponds to that statement.
2. Answer according to who you are, not who you would like to be.
3. Add up your scores for each line (A to G) and write the total in end block.
4. Once you have completed the assignment, transfer your totals onto the assessment key.

Motivational Questionnaire Answers													Total
A	1	8	15	22	29	36	43	50	57	64	71	78	
B	2	9	16	23	30	37	44	51	58	65	72	79	
C	3	10	17	24	31	38	45	52	59	66	73	80	
D	4	11	18	25	32	39	46	53	60	67	74	81	
E	5	12	19	26	33	40	47	54	61	68	75	82	
F	6	13	20	27	34	41	48	55	62	69	76	83	
G	7	14	21	28	35	42	49	56	63	70	77	84	

ASSESSMENT KEY

	TOTALS	GIFT
	Highest at top	
1		
2		
3		
4		
5		
6		
7		

My Motivational Gifts

1. _____

2. _____

3. _____

Strengths	Challenges



Activity: Group Discussion: My Motivations

Ask 2 or 3 people to answer the following questions about yourself.

1. What functions do you think I am especially well -suited to?

Person 1: _____

Person 2: _____

Person 3: _____

2. Which of the motivational gifts have you noticed operating in my life?

Person 1: _____

Person 2: _____

Person 3: _____

3. Any other comments or observations which would help me identify my unique niche in the team?

P.1: _____

P.2: _____

P.3: _____

4. Choose someone in the group that you have learnt something new about through the Individual Style and Motivation Assessments. Go to them and affirm, recognise or appreciate them by telling them about some aspect of their personality that you now recognise and understand.