



*Tools for Success*

**MGM** *Motivational*™  
*GIFTmix*

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The MGM will report on your top gifts. (1 to 4)

### Organized Leader

This report provides in-depth information for one of your top motivational gifts.

**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 presides." Leaders will have people following them.



#### Key Synonyms

Visionary, Organizer, Orchestrator, Systematic, Achiever, Director

#### Needs

To clarify goals and receive support to achieve them

**Biblical Example – Joshua**

### Cheerful Heart

This report provides in-depth information for one of your top motivational gifts.

**Cheerful Hearts** are concerned with comforting those who are hurting or are in distress.



#### Key Synonyms

Empathetic, Artistic, Compassionate, Nurturer, Tenderhearted, Sensitive, Emotional

#### Needs

Emotional understanding - Support and Intimacy  
Feeling genuinely valued as an individual

**Biblical Example - Apostle John**

**Read the book of John to see his heart of mercy.**

John 13:34-35 (Leslie Steadman) "A new commandment I give to you

## 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 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 our own wills are in conflict with God’s will, our gifts can be used in either mature or immature ways, for good or evil, and for selfish reasons. 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.*

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

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

## Your Motivational Gift Mix

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



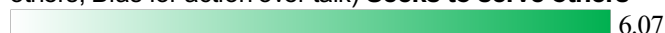
**Cheerful Heart** (Mercy, Nurturing, Compassionate, Tenderhearted, Caring, Sensitive, Gentle, Empathetic, Artistic, Emotional, Kind) **Seeks to emotionally support people – especially those who are hurting**



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



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



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Your report contains information about your top Motivations shown above

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



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



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



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

## How to Use This Report

This report gives you six pages of detailed information about each of your top gifts. Information about needs, strengths and weaknesses of each gift are included. Check which ones you identify with and discuss with your advisor. Focus on your top gift first.

### Natural State v. Spiritual State

God gives us free choice. In every choice you make, you can either listen to the Holy Spirit and what God wants you to do or you can do what you want to do. The Bible calls this the war between the flesh and Spirit (Galatians 5:16-17). If you have not made the decision to accept Jesus as your Lord and Savior, your life will most likely have more of the challenges of the Natural state as detailed in this report.

### How to move from Natural State to Spiritual State

Consider this: when making daily life choices, there is a moment between stimulus and response where you make your choice. In that moment, ask this one word question and wait to hear what the Spirit tells you. The question is this:

**LORD?**

### Debrief with your advisor about your assessment

Great insight can come by discussing your assessment results with your advisor. Please take time and schedule a time to get together. Your advisor can also help you by providing more information about each gift including character focus, college major choices and career choices. They can also help you learn how to use this information in your marriage, your church, your business or volunteer organization.

### Study and memorize the scriptures given

This report and your advisor will have specific scriptures for you to ponder. We have found that these specific scriptures (by gift) are extremely helpful to those who take the MGM.

### Our goal is that you have more understanding and insight about yourself and your walk with God

- What is the one thing you have learned that stands out to you from this process?  
Please share with your advisor.

- \_\_\_\_\_
- \_\_\_\_\_

This report provides in-depth information for one of your top motivational gifts.

**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 presides." Leaders will have people following them.



Your Top Gift

## Key Synonyms

Visionary, Organizer, Orchestrator, Systematic, Achiever, Director

## Needs

To clarify goals and receive support to achieve them

## Biblical Example – Joshua

### **Joshua 1:8-9 Under authority and In authority**

8 "This book of the law shall not depart from your mouth, but you shall meditate on it day and night, so that you may be careful to do according to all that is written in it; for then you will make your way prosperous, and then you will have success. 9 "Have I not commanded you? Be strong and courageous! Do not tremble or be dismayed, for the Lord your God is with you wherever you go." NASB



## Your Calling

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

## Adjectives

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

## Your Personal Characteristics

- Has a "can-do" attitude but unlikely to volunteer unless victory is achievable
- Rarely volunteers because they prefer to be recruited and negotiate terms to better ensure their success
- Takes responsibility and does not finger point
- Able to solve problems and accomplish tasks through analysis and delegation
- Driven to lead and get things done
- Ability to discern the strengths, weaknesses, and talents of others
- Masterful at making long-range goals
- Has the ability to see the big picture and break it down into organized tasks
- May see emotional expressions—good or bad—as a waste of time
- Willing to take whatever time is needed to do the job well
- Have little desire to be stroked, affirmed, or patted on the back
- Always something to do—image of intense busyness
- Vision and purpose matter - Results matter
- Does not always have the personality of an obvious leader

Your strengths and weaknesses can fluctuate, often many times a day. The Bible calls this the battle between walking in the Spirit (Spiritual state) and walking in the flesh (Natural state). Galatians 5:16-17. Each of your gifts will manifest common traits based upon your state, maturity and faith.

## Your Strengths

### Spiritual (Desired) State

Spiritual State – (All about how Jesus wants me 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.

**Check which ones you identify with.**

**Discuss with your advisor.**

- ☐ You delight in being led by the Holy Spirit
- ☐ You put God's agenda first
- ☐ Your speech and actions are directed by the Holy Spirit
- ☐ You are under authority, making it easy to be in authority
- ☐ You are efficient, thorough, and loyal.
- ☐ You invest your time wisely
- ☐ You are a list maker and you cross tasks off of your list
- ☐ You patiently address the frustrations of those around you
- ☐ You handle pressure extremely well
- ☐ Even if misunderstood, you press on toward the goal
- ☐ You implement the impossible and use the unusable
- ☐ You delegate in order to achieve maximum efficiency
- ☐ You make decisions based on what is best for the sake of the project, not what is most convenient for people
- ☐ You have a God-given ability to discern true character
- ☐ You can recognize lazy or ineffective people and make adjustments to your team without emotional stress
- ☐ Your personal environment is organized and clutter free
- ☐ You have the ability to balance your goals and projects while walking by faith
- ☐ If things go right, you give credit to the team; if not, you take responsibility for the failure

Your Top Gift



## Your Weaknesses

### Natural (Birth) State

Natural State (All about me) - This is how you thought and acted as a child. These traits are still powerful drivers today when your emotional needs are not met.

**Check which ones you identify with at times in your life.  
Discuss with your advisor.**

Your Top Gift

- ☐ You are driven by a need for achievement and control
- ☐ You desire recognition
- ☐ "Your will," not "God's will," rules
- ☐ You do things your way; you are bossy
- ☐ You are focused on what pleases you
- ☐ You follow your own agenda
- ☐ You lose your temper and become dictatorial
- ☐ You become easily irritated
- ☐ You are impulsive and demanding
- ☐ You take matters into your own hands
- ☐ You dislike being under authority
- ☐ You take charge without permission or authority
- ☐ The ends justify the means
- ☐ You value results over people and truth
- ☐ You can easily be frustrated when others do not share your vision
- ☐ Others may interpret your desire to plan ahead as a reflection of discontentment, which is not actually the case
- ☐ You try to find ways to use people rather than serve them
- ☐ You are preoccupied with your tasks, not your feelings
- ☐ Your big picture focus may make you appear uninterested in the details
- ☐ If things go right, you most likely will take the credit; if not, the responsibility for the failure is on others
- ☐ You do not seek wise counsel
- ☐ You procrastinate on tasks you know are important
- ☐ Part of your personal space or home is cluttered. You have a do list of "organizational projects"

## Suggested Scripture Focus

### **Philippians 4:5-7 Don't be anxious – pursue peace**

Let your gentle spirit be known to all men. The Lord is near. 6 Be anxious for nothing, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. 7 And the peace of God, which surpasses all comprehension, will guard your hearts and your minds in Christ Jesus.

### **1 Timothy 3:1-5 Guidelines for being a servant leader**

It is a trustworthy statement: if any man aspires to the office of overseer, it is a fine work he desires to do. 2 An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, 3 not addicted to wine or pugnacious, but gentle, peaceable, free from the love of money. 4 He must be one who manages his own household well, keeping his children under control with all dignity 5 (but if a man does not know how to manage his own household, how will he take care of the church of God?)

### **2 Peter 1:4-8 The ultimate goal**

For by these He has granted to us His precious and magnificent promises, so that by them you may become partakers of the divine nature, having escaped the corruption that is in the world by lust. 5 Now for this very reason also, **applying all diligence**, in your faith supply moral excellence, and in your moral excellence, knowledge, 6 and in your knowledge, self-control, and in your self-control, perseverance, and in your perseverance, godliness, 7 and in your godliness, brotherly kindness, and in your brotherly kindness, love. 8 For if these qualities are yours and are increasing, they render you neither useless nor unfruitful in the true knowledge of our Lord Jesus Christ.

### **1 Corinthians 9:23-27 Run the race – Have self-control (Paul - setting the example)**

I do all things for the sake of the gospel, so that I may become a fellow partaker of it. 24 Do you not know that those who run in a race all run, but only one receives the prize? Run in such a way that you may win. 25 Everyone who competes in the games exercises self-control in all things. They then do it to receive a perishable wreath, but we an imperishable. 26 Therefore I run in such a way, as not without aim; I box in such a way, as not beating the air; 27 but I discipline my body and make it my slave, so that, after I have preached to others, I myself will not be disqualified.

All scripture from: New American Standard Bible – Undated Edition

## Suggested Goal Statement

### **Philippians 3:14 The Leaders ultimate goal**

I press on toward the goal for the prize of the upward call of God in Christ Jesus. NASB

## Suggested Volunteer Roles

Leader, Pastor, Coordinator, Organizer, Board member

## Supervisor Suggested Careers

CEO, 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, Director, Change Implementer, Problem Solver, Entrepreneur, Business Owner

## Suggested Education

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

## Gift Conflict

It is common for the traits of one gift to appear out of alignment with one of your other gifts. You probably at some time have felt conflict between **your goals** versus other considerations. This is common in your Natural state. 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.

This report provides in-depth information for one of your top motivational gifts.

**Cheerful Hearts** are concerned with comforting those who are hurting or are in distress.



Your Second Gift

## Key Synonyms

Empathetic, Artistic, Compassionate, Nurturer,  
Tenderhearted, Sensitive, Emotional

## Needs

Emotional understanding - Support and Intimacy  
Feeling genuinely valued as an individual

## Biblical Example - Apostle John

**Read the book of John to see his heart of mercy.**

John 13:34-35 (Jesus Speaking) "A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. 35 "By this all men will know that you are My disciples, if you have love for one another." NASB

## Your Calling

To comfort others who need unconditional love  
To feel genuinely valued as an individual

## Adjectives

Kind, Emotional, Merciful, Compassionate, Loving, Feeling,  
Artistic, Sensitive, Empathetic, Caring

## Your Personal Characteristics

- Few enemies, Hate to confront strangers
- Will share their deepest secrets because of a deep caring spirit
- Can sense those who are hurting right away
- They usually will have one or two close intimate friends
- Sensual/feelers - may engage in touching, hugging, and physical contact more than others
- Carry intense feelings and emotions and may take longer to adjust to change
- They are a safe haven for those who are hurting or wounded
- Often drawn to those who are not popular
- They are more inclined toward the arts and music
- Because they are overly kind, they may attract abuse and become victims
- Most sensitive, merciful, kind, and loving of all the motivation types
- Prefers comfort and being casual
- Often artistic and creative
- More subjective and intuitive

Your Second Gift

Your strengths and weaknesses can fluctuate, often many times a day. The Bible calls this the battle between walking in the Spirit (Spiritual state) and walking in the flesh (Natural state). Galatians 5:16-17. Each of your gifts will manifest common traits based upon your state, maturity and faith.

## Your Strengths

### Spiritual (Desired) State

Spiritual State – (All about how Jesus wants me 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

**Check which ones you identify with.**

**Discuss with your advisor.**

- ☐ Relationship focused, Supportive, Loving
- ☐ Artistic, Romantic
- ☐ Your artistic creations are from the Holy Spirit - the Higher Calling
- ☐ Hurt feelings quickly forgiven
- ☐ You have a Spirit-led response to situations that have caused hurt feelings
- ☐ Self-sacrificing, Affectionate
- ☐ Loyal, Empathetic
- ☐ Easy to get along with
- ☐ Casual, Comfortable
- ☐ Fears are kept in check by your faith
- ☐ You delight in being filled with the Spirit
- ☐ You love worship
- ☐ Your heart is filled with Spirit-led melodies
- ☐ The Holy Spirit controls your feelings and actions moment by moment
- ☐ You take up causes led only by the Holy Spirit
- ☐ Every thought held captive to Christ
- ☐ Wants everybody to be happy with Jesus

Your Second Gift



## Your Weaknesses

### Natural (Birth) State

Natural State (All about me) - This is how you thought and acted as a child. These traits are still powerful drivers today when your emotional needs are not met.

**Check which ones you identify with at times in your life.  
Discuss with your advisor.**

Your Second Gift

- ☐ Feelings dictate actions
- ☐ You make decisions based on how you feel, not the facts
- ☐ Under stress you withdraw, get depressed, and lose energy
- ☐ You are too hard on yourself
- ☐ It feels like others don't understand you
- ☐ It feels like others take advantage of you
- ☐ You get duped easily
- ☐ You are easily led astray by the wrong crowd
- ☐ You have greater difficulty sorting out conflicting emotions
- ☐ You may be emotional at the wrong times
- ☐ You may take up an offense when someone hurts a friend
- ☐ May have a greater challenge in maintaining moral purity
- ☐ Sensual—Easily led astray
- ☐ You are or have been an enabler
- ☐ You are driven by an emotional need to feel valued/understood
- ☐ Outward response to hurt feelings is uncontrolled
- ☐ You make poor choices trying to feel good
- ☐ Fear dominates your life
- ☐ Fear of the unknown prevents you from opening your mail, voice mail, or email
- ☐ Personal space is cluttered and disorganized
- ☐ The words "stress" or "stressed" dominate your thoughts or speech
- ☐ You try to avoid conflict of any kind
- ☐ You may lash out at others because of your own self-condemnation

## Suggested Scripture Focus

### **Psalms 86:1-6 God understands your heart**

Incline Your ear, O Lord, and answer me; For I am afflicted and needy. 2 Preserve my soul, for I am a godly man; O You my God, save Your servant who trusts in You. 3 Be gracious to me, O Lord, For to You I cry all day long. 4 Make glad the soul of Your servant, For to You, O Lord, I lift up my soul. 5 For You, Lord, are good, and ready to forgive, And abundant in loving kindness to all who call upon You. 6 Give ear, O Lord, to my prayer; And give heed to the voice of my supplications!

### **Matthew 9:12-13 God created you for the ministry of compassion.**

But when Jesus heard this, He said, "It is not those who are healthy who need a physician, but those who are sick. 13 "But go and learn what this means: 'I DESIRE COMPASSION, AND NOT SACRIFICE,' for I did not come to call the righteous, but sinners."

### **Luke 10:41-42 Jesus wants you to have the ministry of presence just like Mary.**

41 But the Lord answered and said to her, "Martha, Martha, you are worried and bothered about so many things; 42 but only one thing is necessary, for Mary has chosen the good part, which shall not be taken away from her." (Be comfortable just being and not doing)

### **Proverbs 3:24-26 God will help you with your fear**

When you lie down, you will not be afraid; When you lie down, your sleep will be sweet. 25 Do not be afraid of sudden fear nor of the onslaught of the wicked when it comes; 26 For the Lord will be your confidence and will keep your foot from being caught.

### **Ephesians 4:31-32 God wants you to forgive**

Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice. 32 Be kind to one another, tender-hearted, forgiving each other, just as God in Christ also has forgiven you.

### **Philippians 4:6-7 God does not want you to be anxious**

Be anxious for nothing, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. 7 And the peace of God, which surpasses all comprehension, will guard your hearts and your minds in Christ Jesus.

All scripture from: New American Standard Bible – Undated Edition

## Suggested Goal Statement

**Romans 12:15 NASB**

Rejoice with those who rejoice, and weep with those who weep.

## Suggested Volunteer Roles

Chaplaincy, Missions, Counseling, Nursery, Preschool, Music Ministry, Camp Ministry, Children, Special Needs, Greeter, Helps Ministry, Prayer, Support, Outreach, Visitation

## Suggested Careers

Elder Care, Nursing, Cosmetology, Arts, Music, Drama, Social work, Counseling, Preschool, Health care, Caring for animals, Not for profit groups, Listening Jobs, People jobs, Elementary School Teacher, Hospice Nurse, Decorating, Merchandising, Fashion Design, Media Design, Mental health, Retail sales, Wait Staff (food)

## Suggested Education

Arts, Music, Health Care, Animal Care, Children, Social Work, Education, Drama, Counseling, Home Economics, Media Design, Mental Health, Interior Design, Merchandising, Fashion Design, Liberal Arts, English, Nursing, Literature, Theater, Psychology, Sociology, Communications

## Gift Conflict

It is common for the traits of one gift to appear out of alignment with one of your other gifts. You probably at some time have felt conflict between **how you feel** versus other considerations. This is common in your Natural state. 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.

This report provides in-depth information for one of your top motivational gifts.

**Bold Proclaimers (Prophets)** are concerned with proclaiming the truth (forthtelling) and exposing wrongs (sin) that need attention (this is different from foretelling the future as listed in the Old Testament).



Your Third Gift

## Key Synonyms

Judge, Perceiver, Stimulator, Moralist, Preacher, Truth-Speaker, Advocate, Prosecutor

## Needs

To know the truth and proclaim it  
To see consequences for action - To walk in truth

## Biblical Example - Peter

### Acts 3:12, 3:18 Peter Boldly Proclaiming

But when Peter saw this, he replied to the people... "Therefore repent and return, so that your sins may be wiped away, in order that times of refreshing may come from the presence of the Lord;" (NASB)

## Your Calling

To move beyond comfort and proclaim God's truth  
To follow tested principles, To be a visionary  
To draw others to spiritual maturity

## Adjectives

Perceiver, Visionary, Bottom-liner, Policeman, Judge, Enforcer, Legalist, Prosecutor, Stimulator, Firefighter, Fire and Brimstone, Crisis manager, Revolutionary, Moral compass, Advocate, Spokesperson, Representative, Speaker

## Your Personal Characteristics

- Sees in black or white
- Tends to be hot or cold, not lukewarm
- Can be confrontational
- Takes initiative, Likes newness, Quick to size up situations
- Can be impulsive, Very hard on themselves
- Will stand up for principle over people, Strong advocate
- Often over-confident and fearless unless wounded
- May tend to overstate, over-do, and over-kill
- Can be persistent and die for a cause, often drawn to politics and religion
- May have difficulty maintaining relationships, more likely to move on and be uprooted
- Fiercely competitive
- "Wrong is wrong, right is right"
- Poor at maintaining things (prefers to improve things or quit)
- Believes in full disclosure
- A compulsive verbal orator who can be expressive
- Focuses more on what they see now and how they think it should be
- Wide range of emotions

Your strengths and weaknesses can fluctuate, often many times a day. The Bible calls this the battle between walking in the Spirit (Spiritual state) and walking in the flesh (Natural state). Galatians 5:16-17. Each of your gifts will manifest common traits based upon your state, maturity, and faith.

## Your Strengths

### Spiritual (Desired) State

Spiritual State – (All about how Jesus wants me 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.

**Check which ones you identify with.**

**Discuss with your advisor.**

- \_\_\_ You super-naturally delight in being a persuasive-like trumpet for God & Biblical truth
- \_\_\_ You have faith to know what to say, how to say it, and when to say it - (Persuasion)
- \_\_\_ You delight in opportunities to draw others closer to God
- \_\_\_ You believe the truth spoken in love = "The truth will set you free"
- \_\_\_ You bring your thoughts captive to the Holy Spirit
- \_\_\_ You seek mercy & forgiveness
- \_\_\_ Your speech and thoughts are controlled by the Holy Spirit
- \_\_\_ You try to be sincerely obedient
- \_\_\_ You try to be a mouthpiece for God
- \_\_\_ You try to be a mouthpiece for good causes
- \_\_\_ You like to set direction, and set wrongs right
- \_\_\_ You will boldly take action to stop crime
- \_\_\_ You are willing to die for a worthy cause
- \_\_\_ You are an advocate for justice
- \_\_\_ You have a devotion for truth and honesty
- \_\_\_ You are a truth speaker
- \_\_\_ You are a voice for conscience and righteousness
- \_\_\_ You have the ability to identify and follow principles
- \_\_\_ You are a prayer warrior

Your Third Gift



## Your Weaknesses

### Natural (Birth) State

Natural State (All about me) - This is how you thought and acted as a child. These traits are still powerful drivers today when your emotional needs are not met.

**Check which ones you identify with at times in your life.  
Discuss with your advisor.**

Your Third Gift

- ☐ You are naturally driven to speak up for what you perceive needs attention
- ☐ You have a strong emotional need to boldly communicate your opinion
- ☐ You may demand spontaneous attention or action
- ☐ You may come across as hasty, polarizing & impulsive
- ☐ You may over-state and over-do things.
- ☐ You are hard on yourself
- ☐ You are hard on other people
- ☐ You speak up without thinking of consequences
- ☐ You are highly Independent
- ☐ Under stress, you may be hostile & confrontational, overly-opinionated & polarizing
- ☐ You are known to be stubborn
- ☐ You focus more on problems than solutions & people
- ☐ You see compromise as failure
- ☐ You seldom think about the feelings of others when giving your opinion
- ☐ Your need to be "painfully truthful" may result in insensitivity or harshness
- ☐ You often have little sympathy and patience with people who do not respond objectively
- ☐ Your sense of conviction may tempt you to become intolerant or prideful
- ☐ Your deep consciousness of sin may sometimes give you a negative or gloomy approach to life

## Suggested Scripture Focus

### **Proverbs 12:17-18 Truth in wisdom**

He who speaks truth tells what is right, But a false witness, deceit.  
18 There is one who speaks rashly like the thrusts of a sword, But the tongue of the wise brings healing.

### **Proverbs 13:3 Know when to speak**

3 The one who guards his mouth preserves his life; The one who opens wide his lips comes to ruin.

### **Proverbs 15:2 Know what to speak**

The tongue of the wise makes knowledge acceptable, But the mouth of fools spouts folly.

### **Ephesians 4:29 Think of others when you speak**

Let no unwholesome word proceed from your mouth, but only such a word as is good for edification according to the need of the moment, so that it will give grace to those who hear.

### **Colossians 4:6 Speech with grace**

Let your speech always be with grace, as though seasoned with salt, so that you will know how you should respond to each person.

### **Romans 2:1 Do not judge**

Therefore you have no excuse, everyone of you who passes judgment, for in that which you judge another, you condemn yourself; for you who judge practice the same things.

### **Ephesians 4:15 Speak truth in love**

15 but speaking the truth in love, we are to grow up in all aspects into Him who is the head, even Christ.

### **Ephesians 4:32 Be kind**

32 Be kind to one another, tender-hearted, forgiving each other, just as God in Christ also has forgiven you.

### **James 2:13 Show mercy**

For judgment will be merciless to one who has shown no mercy; mercy triumphs over judgment.

All scripture from: New American Standard Bible – Undated Edition

## Suggested Goal Statement

### Romans 12:9-11

9 Let love be without hypocrisy. Abhor what is evil; cling to what is good. 10 Be devoted to one another in brotherly love; give preference to one another in honor; 11 not lagging behind in diligence, fervent in spirit, serving the Lord; (NASB)

## Suggested Volunteer Roles

Prayer, Outreach, Discipline, Bible Teacher, Intercessory-prayer, Preaching, Announcer, Teaching Elder, Leadership Mission Campaigns, Security, Reader, Ruling Elder

## Suggested Careers

Crisis leader, Advocate, Prosecutor, Entrepreneur, Politician  
Editorialist, Change agent, Consultant, Writer, Speaker,  
Preacher, Referee, Judge, Lawyer, Law-enforcement,  
Promoter, Sales, Marketing

## Suggested Education

Business, Law, English, Bible College, History, Journalism  
Military, Crisis Management, Other languages, International  
Relations, Philosophy, Mass Media, Criminal Justice, Public  
Advocacy, Political Science, Non-Profit Management,  
Communication

## Gift Conflict

It is common for the traits of one gift to appear out of alignment with one of your other gifts. You probably at some time have felt conflict between **what you want to say** versus other considerations. This is common in your Natural state. 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.

This report provides in-depth information for one of your top motivational gifts.

**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.



Your Fourth Gift

## Key Synonyms

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

## Needs

To be recognized and appreciated for what they do

## Biblical Example – Timothy

**Philippians 2:19-20 (Paul writing)** But I hope in the Lord Jesus to send Timothy to you shortly, so that I also may be encouraged when I learn of your condition. 20 For I have no one else of kindred spirit who will genuinely *be concerned for your welfare*. (NASB)

## Your Calling

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

## Adjectives

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

## Your Personal Characteristics

- 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)

Your strengths and weaknesses can fluctuate, often many times a day. The Bible calls this the battle between walking in the Spirit (Spiritual state) and walking in the Flesh (natural state). Galatians 5:16-17. Each of your gifts will manifest common traits based upon your state, maturity and faith.

## Your Strengths

### Spiritual (Desired) State

Spiritual State – (All about how Jesus wants me 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.

**Check which ones you identify with.**

**Discuss with your advisor.**

- ☐ You are driven by an intense emotional need to tie up loose ends for the highest good
- ☐ You want to please God in what you do
- ☐ You have the skill and heart to do many things
- ☐ You provide unselfish service regardless of what others do
- ☐ You are Spirit-led in seeking permission to help with a project
- ☐ You take on service projects only after prayer
- ☐ You seek to serve without recognition or notice
- ☐ You are Spirit-led in your use of time
- ☐ You are at peace regardless of the circumstances
- ☐ You most often provide a patient and tolerant response
- ☐ You see opportunity for ministry in the mess
- ☐ You do more physical labor than anyone
- ☐ You love to provide hospitality
- ☐ You are flexible and will drop what you are doing to help
- ☐ You have a good memory for likes and dislikes of people
- ☐ You have a strong loyalty
- ☐ You work hard to make others look good
- ☐ You work behind the scene to keep everything going
- ☐ You are able to persevere in the worst conditions
- ☐ You love to keep things clean and orderly
- ☐ You anticipate needs of others

Your Fourth Gift



## Your Weaknesses

### Natural (Birth) State

Natural State (All about me) - This is how you thought and acted as a child. These traits are still powerful drivers today when your emotional needs are not met.

**Check which ones you identify with at times in your life.  
Discuss with your advisor.**

Your Fourth Gift

- ☐ Driven by an intense *emotional need* to tie up loose ends
- ☐ You may select serving activities to please yourself
- ☐ Under stress you may feel unappreciated and become a slave to busy work
- ☐ Under stress you ask others to help (Story of Martha)
- ☐ You often may not ask for permission to jump into a project
- ☐ You volunteer for everything
- ☐ You are openly hurt when others are not grateful for what you do
- ☐ You often may neglect needs of family to serve others
- ☐ You may be full of restlessness and openly impatient
- ☐ You are driven to say “yes” to every request
- ☐ You are openly stressed by the mess left by others
- ☐ You are often ridiculed, pigeonholed, and made fun of due to your relentless work ethic and accommodating ways
- ☐ You are often manipulated because of your natural desire to please others
- ☐ You may neglect personal needs to serve others
- ☐ You feel used
- ☐ You feel overworked with no way out
- ☐ You may be easily frustrated by time limitations
- ☐ You may be demanding of others who are supposed to be helping—but aren’t
- ☐ You are a perfectionist in how you do things
- ☐ When you feel unappreciated, you can quickly become bitter or resentful
- ☐ You often become frustrated with long-range planning or an ongoing task

## Suggested Scripture Focus

### **Matthew 20:26-28 Jesus sets the example for serving**

"It is not this way among you, but whoever wishes to become great among you shall be your servant, 27 and whoever wishes to be first among you shall be your slave; 28 just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

### **1 Timothy 3:8-10 Standards for serving in the church**

Deacons likewise must be men of dignity, not double-tongued, or addicted to much wine or fond of sordid gain, 9 but holding to the mystery of the faith with a clear conscience. 10 These men must also first be tested; then let them serve as deacons if they are beyond reproach.

### **Acts 6:2-5 All tasks are important – Example: Stephen, Full of Wisdom and the Spirit, was selected to serve tables**

...It is not desirable for us to neglect the word of God in order to serve tables.

3 "Therefore, brethren, select from among you seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task. 4 "But we will devote ourselves to prayer and to the ministry of the word." 5 The statement found approval with the whole congregation; and they chose Stephen, a man full of faith and of the Holy Spirit...

### **1 Peter 4:10-11 The strength for the server comes from the Lord**

As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God. 11 Whoever speaks, is to do so as one who is speaking the utterances of God; whoever serves is to do so as one who is serving by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen.

### **Hebrews 13:2 Servers are great at practicing hospitality**

Do not neglect to show hospitality to strangers, for by this some have entertained angels without knowing it.

### **James 1:27 Servers often take care of those most in need**

27 Pure and undefiled religion in the sight of our God and Father is this: to visit orphans and widows in their distress and to keep oneself unstained by the world.

All scripture from: New American Standard Bible – Undated Edition

## Suggested Goal Statement

### **Colossians 3:23-24 Serve the Lord, not man**

23 Whatever you do, do your work heartily, as for the Lord rather than for men, 24 knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve. (NASB)

## Suggested Volunteer Roles

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

## Suggested Careers

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

## Suggested Education

Technical, Agriculture, Culinary, Nursing, Computer hardware, Construction, Mechanical, Food, Parks, Criminal Justice, Healthcare, Education, Personal care, Social Services, Production, Service Industry, HVAC, Plumbing, Electrical Systems, All trades

## Gift Conflict

It is common for the traits of one gift to appear out of alignment with one of your other gifts. You probably at some time have felt conflict between **what you do** versus other considerations. This is common in your Natural state. 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.

## How do your Motivational Gifts compare to one another

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

## DEBRIEF

### Experience enhanced understanding and insight from your MGM results

Congratulations on taking the first step of identifying your God-given gifts! This MGM report is an important tool in identifying how God has designed you to fulfill your life purpose. Coaching is available either on a one-on-one bases or in a group, for an additional fee. You are welcome to invite others to attend your debrief session. Just remember, topics discussed may include sensitive areas such as your strengths and weaknesses

Our goal for the debrief session is to encourage you and give you key memory points. Don't waste time or money guessing; let the MGM report provide you professional help in securing a better understanding of how God has equipped you for the work of his Kingdom.

#### Debrief Benefits

- Understanding the past, why you have acted the way you have.
- Understanding your present choices, natural or Spiritual state.
- Understanding how to filter life's major decisions based on the MGM.
- Understanding all of your top gifts
- Questions answered
- Key take-a-way points that are easy to remember
- Spiritual insight and verses to focus on

Contact the Advisor listed on the first page of your report to get started.

*"Without good direction, people lose their way; the more wise counsel you follow, the better your changes." Proverbs 11:14.*

Your advisor will also help you understand how to use your MGM results to evaluate life's major decisions. Advisors are independent advisors, not associated with the creator of this report. For more information about options and pricing, contact the advisor who provided you this report.

Here is what others have said about their debrief experience:

- "It was very valuable for me to rethink the process from a different perspective. It was a gentle, encouraging nudge to not be pressed about results, but to relax and focus on process and God bringing unity."
- "There are many good self-assessments out there, but I've encountered few that match the depth of the MGM in clearly identifying areas for character growth and spiritual maturation."
- "Our church body has benefited greatly from reviewing the results of the MGM. People were infused with new passion as they discovered who God made them to be. We saw a definite increase in the number of people engaged in purposeful ministry."

- Thanks to the many who have made contributions to this process including Randy Austad, Alex Bricker, Jon Lewis, Pamela Lewis, Susan Evans, Gary Hansen, April, Ching Yu and others. Truly the body of Christ at work.