

**REDEEMPTIVE
GIFTS
QUESTIONNAIRE**



REDEMPTIVE GIFTS QUESTIONNAIRE

Directions for completing the questionnaire:

For each of the statements, think about how you usually function in your organisation. There may be times when you find it difficult to answer a particular question, but do the best that you can.

It might be useful for later discussion to note numbers of the questions that you find particularly difficult to answer.

Keep in mind that the accuracy of this survey depends on your openness and honesty in answering the questions.

This is not a test with right and wrong answers; rather, it is a tool for promoting thought and discussion.

Use the following scoring system:

If the statement is NEVER true for you, enter a 1

If the statement is SOMETIMES true for you, enter a 2

If the statement is MOSTLY true for you, enter a 4

If the statement is ALWAYS true for you, enter a 5

NEVER = 1, SOMETIMES=2, MOSTLY=4, ALWAYS=5

No.	Question
1	Present truth in a logical, systematic way
2	Makes provision for future generations (e.g. children, grandchildren, etc.)
3	Are highly motivated to organise and implement plans
4	Capable of having significant disagreements without offence
5	Have tremendous capacity to show love
6	Quickly and accurately identifies right
7	Recognise practical needs and is quick to meet them
8	Validate truth by weighing it against the facts
9	Are able to accommodate people with diverse viewpoints
10	Prefer to be under authority in order to have authority
11	Avoid being alone
12	Sense the emotional atmosphere of a group/individual
13	See everything as either black or white
14	Enjoy showing hospitality
15	Love to study and do research
16	Like to keep all options open as long as possible
17	Will endure criticism in order to accomplish the task
18	Relate to people irrespective of culture, race, religion, background, etc.
19	Avoid conflict and confrontation
20	Easily perceive the character of individuals or groups
21	Will stay with something until it is completed
22	Emphasize facts and accuracy of words
23	Handle every situation as a unique situation
24	Are skilled at time management
25	Love to encourage others to live victoriously
26	Are attracted to people who are hurting or in distress
27	Operate on principals
28	Find it difficult to say "no" to requests for help
29	Solve problems by starting with a theoretical foundation
30	Tend to be more relative than absolute
31	Easily facilitate resources and people to accomplish tasks or goals
32	Want a visible response when teaching or speaking
33	Easily detect insincerity or wrong motives
34	Are eager to see own blind spots and help others to see theirs also
35	Have a need to be appreciated
36	Borrow things (e.g. books) without returning it promptly
37	View family as important
38	Prefer to move on to a new challenge once something is completed
39	Greatly loved because of positive attitude
40	Take care with words and actions to avoid hurting others

NEVER = 1, SOMETIMES=2, MOSTLY=4, ALWAYS=5

41	Feel the need to verbalise or dramatise what you perceive
42	Feel greatest joy in doing something that is helpful
43	Have strong convictions and opinions based upon investigation of facts
44	Are concerned about the greater community
45	Thrive under stress/pressure
46	View trials as opportunities to produce personal growth
47	Are ruled by the heart rather than the head
48	Have strong opinions and convictions
49	Avoid leading others or projects
50	Enjoy writing a lot
51	See money as security
52	Want to see things completed as quickly as possible
53	Find it easy to communicate with others
54	Sense things without being able to explain the "how"
55	Are frank, outspoken and do not mince words
56	Support those who are in leadership
57	Tends to use biblical illustrations rather than life illustrations.
58	Gives freely of possessions / time / love but want only the best.
59	Enjoys long-term projects and does not like routine.
60	Prefers to apply truth rather than research it.
61	Rejoices when others are blessed, grieves if they are hurt.
62	Believes that tribulation produces personal brokenness / humbleness.
63	Is more interested in meeting the needs of others than own needs.
64	Gets upset if scripture is used out of context.
65	Gives without other knowing about it.
66	Can easily delegate tasks and supervises to other.
67	Wants to give people specific instructions on "how-to-do-it".
68	Does not like to be rushed.
69	Believes that true repentance will be evidence by good fruit.
70	Works on immediate goals rather than long-term goals.
71	Is self-disciplined and self-controlled
72	Has a strong belief in tithing / first-fruit offering.
73	Is willing to let others get credit to get the job done.
74	Loves to do personal counselling, but stops if no effort to change is seen.
75	Typically avoids conflict / confrontations.
76	Tends to only have one or two close friends and tends to be introspective.
77	Shows love in deeds and actions more than words.
78	Believes that truth has the power to change.
79	Is not gullible / easily fooled.
80	Is always writing notes to him- / herself.

NEVER = 1, SOMETIMES=2, MOSTLY=4, ALWAYS=5

81	Expects a lot of others.
82	Loves doing thoughtful things for others.
83	Knows that he is called to be an intercessor.
84	Tends to do the job rather than delegate.
85	Has a select circle of friends based on common interest.
86	Likes to see value for money.
87	Know when to keep doing things in the old way and when to introduce new ideas.
88	Needs to have someone as a "sounding board" to listen to idea / concepts.
89	Is more concerned about mental / emotional stress than physical discomfort.
90	Has a fervent desire to see God's Plan manifest in all situations.
91	Has a high energy level.

Redemptive Gifts Results Sheet:

Your highest score indicates your redemptive gift.

1		2		3		4		5		6		7	
8		9		10		11		12		13		14	
15		16		17		18		19		20		21	
22		23		24		25		26		27		28	
29		30		31		32		33		34		35	
36		37		38		39		40		41		42	
43		44		45		46		47		48		49	
50		51		52		53		54		55		56	
57		58		59		60		61		62		63	
64		65		66		67		68		69		70	
71		72		73		74		75		76		77	
78		79		80		81		82		83		84	
85		86		87		88		89		90		91	
T		G		R		E		M		P		S	

	Score	Gift
T	<input type="text"/>	Teacher
G	<input type="text"/>	Giver
R	<input type="text"/>	Ruler
E	<input type="text"/>	Exhorter
M	<input type="text"/>	Mercy
P	<input type="text"/>	Prophet
S	<input type="text"/>	Servant

QUESTIONNAIRE 2:

There is no right or wrong answers. For each of the questions ask yourself, "How true is this of me?" Your first answer will probably be the most accurate.

Take note of the following when answering the questions:

- a. Indicate what you are - not what you would like to be or should be.
- b. Differentiate between learned behavior and how you naturally think. Try not to let what you are currently doing affect your answers.
- c. Be honest. You are not trying to pass a test. The more honest you are the more accurate your results will be.
- d. If you do not understand a question it probably means that you are not motivated to think that way, so give yourself a low score.

HOW TO SCORE

Fill your answers in on the answer sheet, under the number of the corresponding question. Your answer should be a number between 0 and 5, determined by the scale below. Once you have completed the test, add up the numbers in the rows (i.e. from left to right) and write the answer in the "Total" column.

NEVER	0	(Never means <i>never</i>)
SELDOM	1	(Only on rare occasions)
SOMETIMES	2	(Up to half of the time)
USUALLY	3	(More than half of the time)
MOSTLY	4	(Most of the time)
ALWAYS	5	(Always means <i>always</i>)

QUESTIONS:

1. I am careful with money and continually pray over its proper distribution in the work of the Lord.
2. I enjoy developing ways of presenting material to help others learn more easily.
3. I easily delegate tasks to others.
4. I feel happy by helping someone who is down and out.
5. I am more comfortable taking orders than giving them.
6. I love to encourage others to live victoriously.
7. I am consciously aware of the presence of evil spirits in certain people, places and things.
8. I view hospitality as an opportunity to give.
9. I enjoy explaining what something means.
10. I enjoy planning long-range (6 months-5 years) projects rather than short-range (1 day-2 weeks) projects.
11. I am guided by my heart rather than by my head.
12. I feel the greatest joy when I assist those who are in need.
13. I love to do personal counseling.
14. I quickly and accurately identify good and evil - and hate evil.
15. I am able to manage my financial affairs efficiently so that I can give generously to the Lord's work.
16. I enjoy seeing the light of understanding click on in someone else.
17. I am able to set goals and make effective plans to reach them.
18. I readily find myself sympathizing with the misfortunes of others.
19. I would rather do things myself than delegate.
20. I usually begin with experience when trying to find solutions to problems.
21. I grieve deeply at the sins of others, as well as my own.
22. I am eager to share the gospel.
23. I get upset when Scripture is used out of context.
24. I desire harmony in an organization in order that it may run smoothly.
25. I have a great concern for those in trouble.
26. I enjoy taking the load off key people so that they can put more effort into their own personal tasks.
27. I like to give people precise steps of action to carry out.
28. I see everything as black or white; right or wrong, with no grey areas.
29. I find myself sometimes wanting to control how the money I give is used.
30. I delight in digging out facts concerning the Bible so that I can pass them on to others.

31. I am able to organize ideas, people, things and time in order to make them more effective.
32. I am able to relate to others emotionally and am quick to help when help is needed.
33. I am happy to assist others without necessarily being appointed to a leadership position.
34. I accept people as they are without judging them.
35. I am eager to see my own blind spots and to help others to see theirs too.
36. I give only when lead by the Holy Spirit, even checking with Him how much to give.
37. I delight in doing research to establish correct teaching and doctrine.
38. I am able to follow through on details and make sure that plans that have been initiated are carried through.
39. I easily detect insincerity or wrong motives.
40. I enjoy short-range (1 day-2 weeks) rather than long-range (6 months-5 years) projects.
41. I make decisions quickly and easily.
42. I am often frank, direct and don't mince words.
43. I like to share what I have with others for the extension of God's kingdom.
44. I am concerned that truth should be presented in a clear fashion with proper attention to the meaning and accuracy of words.
45. I enjoy overseeing work that needs to be done.
46. I avoid conflict and confrontation.
47. I enjoy it when others express a need for my help.
48. I have a deep concern to encourage people toward spiritual growth and achievement.
49. I am conscious of being persuasive when speaking to people.
50. I feel deeply moved when confronted with urgent financial needs in God's work.
51. I am able to explain well how the Bible fits together.
52. I am deeply sensitive to the need of a smooth running administration so that every phase of activity is carried out decently and in order.
53. I seem to attract people with needs and problems.
54. I am always ready to overlook my own personal comfort in order that the needs of others may be met.
55. I am able to verbally encourage those who waver and are spiritually troubled.
56. I am called to intercession.
57. I tend to spoil my children and other close relatives.
58. I enjoy word studies.
59. I constantly write notes to myself.
60. I am a crusader for good causes.

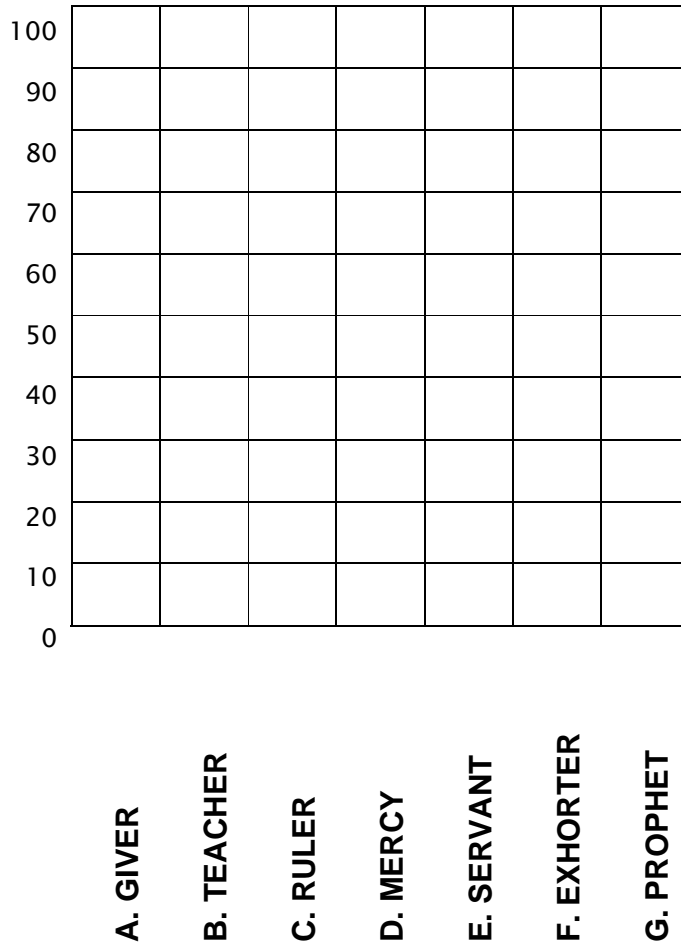
61. I tend to do more than I am asked to do.
62. I always complete what I have started.
63. I encourage repentance that produces good fruit.
64. I am successful in gaining personal wealth.
65. I am easily side tracked by new interests.
66. I hate doing routine tasks.
67. I am cheerful and joyful in all circumstances.
68. I have a knack of making people feel at home.
69. I often need a sounding board for bouncing off ideas and thoughts.
70. I can often discern the spirit and attitude of a person.
71. I do not like to beg for money.
72. I often check out the source of knowledge of those teaching me.
73. I am willing to let others get the credit for getting the job done.
74. I don't like to be rushed in a job or activity.
75. I tend to be a perfectionist.
76. I expect a lot from myself and from others.
77. I desire to be obedient to God - no matter what the cost.
78. I have no problem with joyfully entrusting my assets to others for the work of the ministry.
79. I am more objective than subjective.
80. I prefer to move on to a new challenge when something has been completed.
81. I often do thoughtful things for others.
82. I need to feel appreciated.
83. I like to clear up problems with others quickly.
84. I have strict personal moral standards.
85. I am concerned over the question of financial assistance being available for all sections of Gods work.
86. I am emotionally self-controlled.
87. I like to see a task completed as quickly as possible.
88. I take care with words and actions to avoid hurting others.
89. I have a hard time saying no to requests for help.
90. I am well liked because of my positive attitude.
91. I have strong opinions and convictions.
92. I cheerfully give time, energy, possessions, love and money to the Lord's work.
93. I solve problems by starting with scriptural principles.
94. I enjoy working with and being around people.
95. I am motivated to help people have right relationships with one another.
96. I keep everything in meticulous order.

97. If I am counseling and I can see no effort to change, I will stop.
98. I tend to be introspective.
99. I give away more than 10% of my income.
100. I feel Bible study is foundational to the operation of all the gifts.
101. I have no problem being under authority in order to exercise authority.
102. I take action to relieve distress and remove hurts in others.
103. I enjoy manual projects, jobs and functions.
104. I am fluent in communication.
105. I believe the Bible is the basis for truth, belief, action and authority.
106. I love to give without others knowing about it.
107. I have strong convictions and opinions based on the investigation of facts.
108. I do not usually take responsibility unless delegated to me by those in authority.
109. I can sense the spiritual and emotional atmosphere of a group or individuals.
110. I am a detailed person with a good memory.
111. I focus on working with people.
112. I am bold when operating on spiritual principles.
113. I intercede for peoples needs and for the salvation of souls.
114. I feel it is important that truth be established in every situation.
115. I will assume responsibility if no specific leadership exists.
116. I tend to be inclusive.
117. I show love more in deed and action than in words.
118. I like to have a visible response when speaking to people.
119. I do everything I can to promote spiritual growth in people.
120. I am not gullible.
121. I am intellectually sharp.
122. I endure criticism in order to get the job done.
123. I am easily hurt by others.
124. I tend to be critical of others who do not help out with obvious needs.
125. I will use scriptures out of context in order to make a point.
126. I tend to be judgmental and blunt.
127. I have natural and effective business ability.
128. I believe that truth has the intrinsic power to produce change.
129. I have to be careful not to use people in order to get the job done.
130. My affectionate nature is often misinterpreted by the opposite sex.
131. I find it hard to accept being served by others.
132. I am outspoken and have strong opinions.
133. I can be intolerant of opinions and views that differ from my own.
134. I quickly volunteer to help where there is a need.

- 135. I don't accept the viewpoints of others too quickly.
- 136. I tend to drive myself and neglect my personal and family needs.
- 137. I am prone to taking up another person's offence.
- 138. I am easily hurt when I am unappreciated.
- 139. I can become overly self-confident.
- 140. I struggle with self-image problems.

DETERMINING YOUR MOTIVATIONAL GIFTING

Transfer the results from the table to the graph below. For example, if you're total in row A on the answer sheet was 80, then shade in the column marked "A. GIVING" up to the line marked "80". In so doing, you will be able to see how your motivational gifting compare to one another.



ANSWER SHEET:

	1	8	15	22	29	36	43	50	57	64	71	78	85	92	99	106	113	120	127	134	Total
G																					
	2	9	16	23	30	37	44	51	58	65	72	79	86	93	100	107	114	121	128	135	Total
T																					
	3	10	17	24	31	38	45	52	59	66	73	80	87	94	101	108	115	122	129	136	Total
R																					
	4	11	18	25	32	39	46	53	60	67	74	81	88	95	102	109	116	123	130	137	Total
M																					
	5	12	19	26	33	40	47	54	61	68	75	82	89	96	103	110	117	124	131	138	Total
S																					
	6	13	20	27	34	41	48	55	62	69	76	83	90	97	104	111	118	125	132	139	Total
E																					
	7	14	21	28	35	42	49	56	63	70	77	84	91	98	105	112	119	126	133	140	Total
P																					