

The Baptism in The Holy Spirit Spring Bible Study Series

“Do not get drunk on wine, which leads to debauchery. Instead, be filled with the Spirit”
Ephesians 5:18

Week Focus: The Holy Spirit and His Gifts-Part 2-Motivational Gifts

Text: Romans 12

Resource: <https://iblp.org/questions/what-are-seven-motivational-gifts>

Objective:

1. To gain a greater understanding of the Holy Spirit and Me

Bellringer:

Spiritual Gifts Inventory

This week Introduction:

Today we look at the **ORGANIZING Motivational spiritual gift**. Each Christian receives one at the time of salvation, and it is the tool through which God **works in us**.

Organizing

A person with the [motivational gift of organizing](#) is **able to accomplish tasks and solve problems through analysis and delegation**. An organizer often discerns the talents and abilities of others and knows how those individuals can best serve within a ministry or on a particular project.

- **Biblical Example**

- When the Apostle Paul and his fellow missionaries brought the Gospel to Philippi, a woman named Lydia heard them preach and responded with faith in God. As a business owner and persuasive woman of faith, Lydia used her resources to help meet Paul’s needs and she welcomed the missionaries into her home. *“When she was baptized, and her household, she besought us, saying, If ye have judged me to be faithful to the Lord, come into my house, and abide there. And she constrained us”* (Acts 16:15).

- **Guidelines in Romans 12**

- The exhortation of Romans 12:14 particularly relates to the gift of organization and the life principle of suffering: *“Bless those who persecute you; bless and do not curse them”*(ESV).

- **Life Principle to Apply**

- A person with the gift of organization needs to understand the [principle of suffering](#). Trusting God to use the tests and trials of life to develop his character and strengthen his faith helps an organizer respond to unexpected events with patience and wisdom and increases his sensitivity to the needs of others.

General Characteristics

An organizer's **basic motivational drive is to lead others to get a project done**. He is able to solve problems and accomplish tasks through analysis and delegation.

- The organizer leads others to complete projects. He might not necessarily do the job, but through organization and delegation, **he makes sure the job gets done**.
- A person with the gift of organizing has the **ability to discern the strengths, weaknesses, and talents of others**. When a project is launched, the organizer does not focus on *how* the job can be done but rather on *who can do it best*.
- As a general rule, organizers tend to judge spirituality (including their own) on the basis of accomplishment, and they evaluate accomplishment on the basis of doing the best job with the fewest resources in the shortest amount of time.
- They are **masterful at making long-range goals**.
- Organizers **always see the big picture**. They can look past today's circumstances and see where the group needs to be tomorrow or next week or next year.
- Organizers are **willing to take whatever time is needed to do the job well**.
- Organizers are **goal-oriented**, and sometimes an organizer's goals may not match everyone else's goals. For example, if the goal is to construct a water tank, the organizer will oversee the construction of an efficient, sturdy water tank, but it may not be an *attractive* water tank. However, the goal—to build a functional water tank—would be accomplished. If the goal had been to construct an *attractive* water tank, the organizer would have focused on that goal.
- An organizer is even-keeled—it takes a lot to ruffle his feathers. He **sees emotional expressions—good or bad—as a waste of time**.
- Although organizers are designed to lead, they **don't always have the personality of an obvious leader**. Therefore, they can easily go unnoticed when the need for a leader arises, and the job will frequently be given to an aggressive prophet or server.

An Organizer's Strengths

- An organizer is efficient, thorough, and loyal.
- An organizer **invests his time wisely**. Since he measures spirituality by the accomplishment of tasks—crossing them off of his list as fast as possible—to him, to waste time is to be an unprofitable servant. (See Luke 17:7–10.)
- God gave organizers "thick skin." They patiently address the frustrations of their workers, and **they can handle pressure extremely well**. Even if he is misunderstood, he will press on toward the goal.
- They seem to be **able to implement the impossible** and use the unusable.
- He delegates in order to achieve maximum efficiency, not as a means to express favoritism or avoid work.
- An organizer **makes decisions based on what is best for the sake of the project**, not what is most convenient for the laborers.
- As a result of his God-given **ability to discern true character**, an organizer can quickly recognize a sloth and remove him from the team, if necessary.

An Organizer's Weaknesses

- Because of their need to constantly be "conquering new mountains," organizers **can easily frustrate others who do not share their vision**. Family members or co-workers may interpret the organizer's insatiable desire to plan ahead as a reflection of discontentment, which is not actually the case.

- On his priority list, he **tends to put projects before people**.
- The organizer tends to take an interest in others in order to find out the best way to use them rather than the best way to serve them. People tend to feel used and discarded when their usefulness is over.
- He sees unnecessary expressions of emotion—good or bad—as a waste of time. This can earn him the **reputation of being cold-hearted or unconcerned**. This is not actually true, however. The organizer is simply preoccupied with tasks, not with feelings.
- As a result of their focus on the big picture, organizers **often appear to be uninvolved and/or uninterested**.
- Rather than accepting responsibility if something goes wrong, immature organizers will delegate the blame too—not just the work assignments.

Are You an Organizer?

Following are some traits commonly observed in those who have the [motivational spiritual gift of organizing](#). [These traits can be used to benefit others, or they can be misused and cause discord in the Body of Christ.](#)

When a believer walks according to the Spirit (see Galatians 5:25), his unique perspective (in this case, organizing) is demonstrated through traits that reflect the character of Christ. However, when a believer walks in “the flesh,” making choices that are determined by his sinful nature, his unique perspective is demonstrated through undesirable, ungodly traits. (See Galatians 5:16–17.)

Read these examples thoughtfully and prayerfully, and **ask God to help you discern if your motivational gift is organizing**. If it is, be encouraged as you learn about the special virtue and wisdom that God has given you with this gift. Be warned of the temptation to misapply these Godly traits when you fail to walk in the grace God gives you to use them righteously. (See Hebrews 12:15.)

Able to Visualize Final Results

When a major project is given to an organizer, he is **able to picture the completed task and what it will take to accomplish it**.

Misuse of this trait: *Reacts when counsel is not heeded*

If an organizer is in a position of authority, he can simply direct people based upon his gift of seeing the bigger picture. However, if he is not in this position, he must earn the right to be heard. Then he must patiently explain that all the steps that he sees are required to reach the goal. An organizer will tend to make suggestions and then react or become discouraged when these steps are not implemented.

Needs Loyalty in Associates

In order for an organizer to visualize the completion of a task, he needs to know who and what his resources are. Since the efficiency of his entire operation depends on the faithfulness of the workers, **he would rather have a few reliable workers than many that he cannot count on**.

Misuse of this trait: *Builds loyalty with favoritism and views people merely as resources*

An organizer is very sensitive to loyalty. He depends on it to accomplish his goals or the goals others have for him. An organizer in charge of a work may single out individuals who he

thinks are especially important to his goals and show them favoritism or partiality. If he is not in charge, he may cause disharmony by openly expressing frustration.

Able to Delegate

An organizer knows which tasks to delegate and which he must do himself. He also is able to sense which workers will need more assistance than others. Organizers are able to naturally maintain accountability with their workers.

Misuse of this trait: *Uses delegation to avoid work*

When a person with the gift of organizing is not in charge, it is easy for him to delegate his own responsibilities to others. His work may be completed; however, he will forfeit the character training and other objectives envisioned by the one who assigned him the task. His authority and others may then react to him and accuse him of laziness and irresponsibility.

Withstands Reaction to Tasks

Once an organizer becomes committed to a task, he is willing to endure much opposition, which may come from insiders or outsiders. However, **he knows that without exerting continual pressure, the final goal will not be achieved.**

Misuse of this trait: *Being unresponsive to appeals*

When an organizer who is in charge of a project rejects valid suggestions or refuses to listen to grievances, pressures result. These cause him to become harsh or even to resign. When an organizer is not responsive to directions from his authorities, he must be disciplined. If he reacts, he will build patterns of resentment and pride.

Makes Jobs Look Easy

An organizer has **the ability to take seemingly impossible tasks and break them down into achievable goals.**

Misuse of this trait: *Puts projects ahead of people*

When an organizer reacts to people who do not have his spiritual gift, he is usually focusing on their inefficiency and disorganization. By reacting, he overlooks their real needs and potential and damages important relationships and the potential ministry that God intended for him.

Alert to Details

An organizer notices what others might consider insignificant factors; he recognizes the essential components of the successful completion of the project. He also tends to remove himself from distracting details in order to focus on the ultimate goal.

Misuse of this trait: *Overlooks workers' serious faults*

If an organizer is given a position of authority in the local church, he will appoint workers on the basis of their ability to get the job done. If serious character flaws are discovered in a valuable worker, the organizer will be reluctant to dismiss him. Failure to do so, however, will communicate approval and acceptance of the behavior and will cause reaction or imitation by others.

Completes Tasks Quickly

Organizers are very efficient. Before they even start a project, they evaluate the situation and secure needed resources. Organizers also place workers according to their strengths and weaknesses so that maximum productivity can be achieved.

Misuse of this trait: *Fails to explain or praise*

When an organizer is put in charge of several people to accomplish a job, he may give instructions without explanation. This neglect causes fellow workers to feel like pawns in a chess game. Their feelings of being used are intensified if they are not given proper praise or appreciation when the work is done.

Able to Be Decisive

Because the organizer clearly visualizes the final goal, **he is able to quickly evaluate requests and situations and make firm decisions.**

Misuse of this trait: *Forces decisions on others*

*An organizer can misuse his special abilities of persuasion and decisiveness by **coercing others to help him achieve personal ambitions.** His abilities can also be misused on legitimate jobs through insensitivity to the workers' schedules, weariness, or personal priorities.*

Involves Others in Cleanup

In an organizer's mind, the job is not finished until everything is back in its place. He will inspire and encourage workers to complete a job through approval, praise, reproof, and challenge. **The organizer's final joy comes when he sees all the parts come together.** It does not matter to him if others appreciate the job as long as he knows it was accomplished according to the plans laid out.

Misuse of this trait: *Loses interest in the finished job*

*An organizer is fulfilled when he sees a job completed. However, before moving on to a new job, he may need to make proper provision for maintenance of the completed job. When this trait is carried over into the personal life of an organizer, **he is seldom content with the things that he has or that he has done.***

Are You an Organizer?

Do you recognize any of these positive characteristics or their misapplication as ones that *you* have demonstrated? **Do the motivations of an organizer guide your decisions and actions?** If so, rejoice, because God has given you a unique responsibility in the Body of Christ!

If these characteristics, and their misuses, do not reflect your motivations, we encourage you to **read and study similar information about each of the other six spiritual motivational gifts** ([prophecy](#), [serving](#), [teaching](#), [exhorting](#), [giving](#), and [mercy](#)). [Ask the Lord to reveal your spiritual gift to you. God will show you how He has gifted you. Be diligent!](#)

As each of us identifies his or her motivational gift, he or she will be better equipped to achieve maximum fruitfulness with minimum weariness. As we exercise our gifts, we **experience personal fulfillment and a deep sense of joy.**

Russell Kelfer, in his excellent book titled *Discovering Your Spiritual Gift*, gives us an excellent word picture related to the motivational spiritual gifts assigned by God: "This isn't a gift for you to put on the mantle like a trophy to admire. **It is like a certain kind of glove that you put on that allows your hands to do the work of the ministry they were called to do.** It is like a certain kind of spiritual shoes you wear to take you where you need to go" ([Kelfer, page 10](#)). [Let's put on those custom-designed gloves and shoes and get to work!](#)