The Sixth Motivational Gift – Administration (Organizing)

Romans 12:5 – Amplified Bible, “So we, numerous as we are, are one body in Christ, the Messiah, and individually we are parts one of another – mutually dependent on one another.”
Romans 12:8, - Amplified Bible, “… he who gives aid and superintends [do so] with zeal and singleness of mind…”

The Greek word that is used to designate the sixth Motivational Gift is, “proistemi,” and, according to Strong’s Exhaustive Concordance, means, “to stand before” – or – “to preside” – and can be translated “to administrate” – “to organize” – or – “to facilitate.” The King James Version renders this word as “rules.”

Though most studies on the Motivational Gift uses the title “administrator,” which is a correct rendering, however, I will use the term “organizer” throughout this study – as it seems to be to be the most exact meaning of this Greek word in the culture in which we now live. The Organizer has an intuitive sense that enables him to “give leadership to aid others.” He has the ability to work with, and through, others. He is able to get things running, and functioning properly, in order to meet needs.

The motivation of an organizer is to coordinate the efforts and resources of others in order to achieve agreed upon goals. In the same way that the giver is able to view financial assets and how they can best be used to achieve goals, the organizer is able to view final objectives and how these objectives can be met by the proper delegation of tasks.

The guidelines for this gift of organizing, spoken of in Romans 12:14, are:

1. To bless persecutors, and
2. To bless and curse not

CHARACTERISTICS OF AN ORGANIZER

1. HE ENJOYS WORKING WITH, AND BEING, AROUND PEOPLE

Like the exhorter, the organizer is a people’s person, however, unlike the exhorter his motivation is not to encourage others, but rather, to get to know, to learn from, and to interact with, others. He is a great observer of human behavior and is constantly learning how to work with people more effectively.

2. HE IS HIGHLY MOTIVATED TO ORGANIZE THAT FOR WHICH HE IS RESPONSIBLE

An organizer loves a challenge and has a natural motivation to develop, or organize and administrate, anything he is in charge of. He has a creative desire to take “raw materials” and people and to produce something that has never been, like organizing an office – setting up a committee – or developing a project.

3. HE IS 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. When Nehemiah, an administrator, was given the task of removing the “great affliction and reproach of God’s people in Jerusalem,” he immediately visualized the need to rebuild the walls (Nehemiah 1:2-3).

4. **HE IS ABLE TO COMMUNICATE CLEARLY HIS IDEAS AND ORGANIZATIONAL PLANS**

An organizer is an excellent communicator and looks for ways in which he can most effectively, and clearly, say what he wants to say. Believing that a picture is truly worth a thousand words, he will use charts, diagrams, outlines, graphs, and other visual aids to better illustrate the ideas he is endeavor to communicate.

5. **HE PREFER TO BE “UNDER” AUTHORITY IN ORDER TO HAVE AUTHORITY.**

The organizer (administrator) understands, honors, and respects authority structures and feels comfortable with them, whether he is at the top, or somewhere within, the system.

The centurion who came to Jesus to ask Him to heal his servant probably had the Motivational Gift of administration. When Jesus offered to go to the sick man’s bedside the centurion replied, “Lord, I do not deserve to have You come unto my roof. But just say the word, and my servant will be healed. For I myself am a man under authority, with soldiers under me. I tell this one, ‘go,’ and he goes; and that one, ‘come,’ and he comes. I say to my servant, ‘Do this,’ and he does it.”

An organizer wants to know how much authority he has, or does not have, because he respects those limits. He likes to have the exact parameters of his authority defined for him so that he will not inadvertently step outside of them, but he also likes the freedom, within those parameters, to “be his own boss.” Given this situation, he is creative and productive, not given this situation he feels stifled and inhibited.

6. **HE WILL NOT TAKE RESPONSIBILITY UNLESS THAT RESPONSIBILITY IS DELEGATED BY THOSE IN AUTHORITY**

Because of his keen respect for authority, the administrator (organizer) will never deliberately usurp it. Therefore, in any situation where authority exists, the organizer will not try to move in to utilize his skills, no matter how needed, unless those in authority ask him to do so.

7. **HE WILL ASSUME RESPONSIBILITIES IF NO SPECIFIC LEADERSHIP EXISTS**

The organizer is a natural, and capable, leader and, while it is true he would prefer to be appointed ahead of time, in situations where there is no existing leadership, or authority structure, he is the one who will most naturally step in and take charge.
8. HE ESPECIALLY ENJOYS WORKING ON LONG-RANGE GOALS AND PROJECTS

While the “server” enjoys short-term goals, two days or two week, the organizer (administrator) thrives on two-year projects. If you ask a person with the Motivational Gift of “mercy, or compassion” to set a goal, he would answer, “Whatever for?” – because he lives one day at a time, or more precisely, one moment at a time. However, the organizer (administrator is the one who will attend time-management seminars because he will want to increase his skill in handling projects of significant size.

9. HE IS A VISIONARY PERSON WITH A BROAD PERSPECTIVE

Vision is needed to keep people in focus (Proverbs 29:18). An organizer is not only a person of vision, but he also has the ability to uphold that vision for others and to inspire them to make that vision a reality.

10. HE CAN EASILY FACILITATE RESOURCES, AND PEOPLE, TO ACCOMPLISH TASKS OR GOALS

Like one who loves to put pieces of a puzzle together, the organizer loves to fit people, and resources, together to facilitate a task. He knows when to keep old methods going and when to introduce new ones.

11. HE NEEDS LOYALTY FROM HIS 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 upon the faithfulness of his workers, we would rather have a few that he can count on than many who are unreliable. Nehemiah required an oath of cooperation from the rulers, nobles, and people when he began the task of rebuilding Jerusalem’s walls (See Nehemiah 5:1-13).

12. HE HAS THE ABILITY TO DELEGATE RESPONSIBILITY

The organizer loves to tell people what to do – in a positive sense! He can easily see what jobs need to be done and seems to know who can do them well. He enjoys distributing work in such a way that it will bring about maximum satisfaction and accomplishment. He knows which task to delegate and which he must do himself. He is able to sense which workers will need more assistance than others and he is able to, naturally, maintain a continuing accountability with his workers. Nehemiah delegated the work involved in rebuilding the walls of Jerusalem, but he retained the responsibility of dealing with the enemies. (See Nehemiah 4:13).

13. HE IS WILLING TO LET OTHERS GET THE CREDIT IN ORDER TO GET THE JOB DONE

The mature organizer does not worry about getting credit for accomplishments. Like anyone else, he enjoys a pat on the back, but he would rather share credit with the whole group since he views success as a collective achievement.
14. HE CAN WITHSTAND OPPOSITION

Once an organizer commits himself to a task, he will endure criticism in order to accomplish.

Leaders are often criticized because there are always those who feel that he should do things differently. Despite criticism that may come from either insiders or outsiders, the organizer is willing to endure much opposition to his leadership to accomplish his final goal. Nehemiah did not allow persistent opposition from outside enemies and fellow workers to dissuade him from his task (See Nehemiah 4:8-18).

15. HE HAS A GREAT ZEAL, AND ENTHUSIASM, FOR WHATEVR HE IS INVOLVED IN

Enthusiasm emanates naturally from the organizer. The Bible says that organizer’s are to do their job with “spoude” – using the Greek word – it is translated “zeal” – and – “singleness of mind.” The King James Version renders it as “diligence.” The Wuest Translation renders it as “intense eagerness and effort.” From the definition that is given in the Strong’s Concordance, we learn that this Greek word, “spoude” also encompasses the idea of – “speed” – “dispatch” – “earnestness” – “haste” – “intense effort” – and – “determination.”

16. HE FINDS GREATEST FULFILLMENT AND JOY IN WORKING TO ACCOMPLISH GOALS

While “serves” work toward immediate goals, experiencing joy as each one is accomplished, organizers work toward future goals, experiencing joy when long-range projects have been achieved.

17. HE MAKES JOBS LOOK EASY

An organizer has the ability to take seemingly impossible tasks and break them down into achievable goals. Nehemiah took the huge work of rebuilding the walls of Jerusalem and broke that work down into sections that each family, or group, was able to complete (See Nehemiah 3:1-31).

18. HE IS VERY ALERT TO DETAILS

An organizer notices what others might consider small, unessential details to the completing of a project, and, not only does he know which details are essential in order for the project to be completed in the proper way, but he also tends to remove himself from distracting details that would hinder him from focusing on the ultimate goal. Nehemiah did not get involved in the actual building, however, he removed obstacles, such as financial pressures, that would have hindered the workers (See Nehemiah 5:1-13).

19. HE Completes TASKS QUICKLY

Because the organizer wants to see things completed as quickly as possible, his efficiency begins before he starts a project by checking out, and securing, needed
resources. He does not like delays, red tape, or people dragging their feet. Nehemiah secured timber from the king’s forest before the rebuilding began. An organizer also assigns tasks to workers according to their strengths and weaknesses so that maximum productivity can be achieved.

20. **HE IS ABLE TO BE DECISIVE**

Because the final goal is clearly visualized by the organizer, he is able to quickly evaluate requests, and situations, and to make firm decisions. When Nehemiah was consistently invited by his enemies to come and have a conference with them, his decision not to go was immediate and decisive.

21. **HE KNOW THAT COMPLETION INVOLVES CLEANUP**

In an organizer’s mind the job is not finished until everything is back in its place and he will inspire and encourage workers to complete a job by approval, praise, reproof, and challenge. The organizer’s final joy is in seeing all the parts come together and it doesn’t really matter to him if others appreciate the joy or not because as long as he knows it was accomplished according to the plans laid out, it is the only satisfaction that he needs.

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1. **BECOMING UPSET WHEN OTHERS DO NOT SHARE THE SAME VISION OR GOALS**

The organizer finds it difficult to work in team leadership, and when his co-workers have stunted vision that hampers the accomplishment of goals, it is to him as a millstone around his neck.

2. **DEVELOPING OUTER CALLOUSNESS DUE TO BEING A TARGET FOR CRITICISM**

While it is true that the organizer can withstand negative reactions to tasks, it is also true that he can build up a callousness to protect himself from the barrage of criticism his position invites.

3. **TENDING TO DRIVE HIMSELF AND NEGLECT PERSONAL, AND FAMILY, NEEDS**

Priorities are what the organizer needs to keep in mind. The organizer can be overextended, be too committed to a task, or take on too much for either his own good or the good of his family, because his zeal for his work can leave those he loves the most feeling neglected. Giving 100% of one’s self to whatever he does may be an admirable quality, but it can also wreak havoc in other areas of his life. If an organizer is not careful, he can find himself neglecting routine home responsibilities due to intense interest in “projects,” or his “job.”

4. **VIEWING PEOPLE ONLY AS RESOURCES**
The organizer can regress into “using” people to accomplish his goals because his goal-orientation can make him forget that people are not pawns to be moved about as in a game of chess. He may not mean to do this, but if he pushes the importance of good quality to an extreme, he can become inconsiderate of, and even hurtful to, others. An organizer must not only learn to simply direct people based upon his gift of seeing the bigger picture, but he must also learn to patiently explain all the steps that he sees that are required to reach the goal. If the administer/organizer is not in the place of leadership, he may tend to make suggestions and ten react negatively, or become discouraged, when those suggestions are not followed.

5. BUILDING LOYALTY WITH FAVORITISM

Because an organizer is very sensitive to loyalty because he depends upon it to accomplish his goals, or the goals others have for him, he may, if he is in charge of a work, single out individuals whom he thinks are especially important to his goals and show them favoritism, or partiality, in his endeavor to foster this loyalty. If he is not in charge of a work, he, very often, experiences a frustration that, if expressed openly, can cause disharmony among the workers.

6. USING DELEGATION TO AVOID WORK

When a person with the gift of organization is not in charge, it is easy for him to delegate his responsibilities to others that, even though his work may be completed, will not only rob him of the character training, and other objectives, that the one who assigned him the task had in mind for him, but will also cause the one who is in authority over him, as well as others, to accuse him of laziness and irresponsibility.

7. BEING UNRESPONSIE TO APPEALS

When an organizer, who is in charge of a project, rejects valid suggestions, or closes his ears to grievances, pressures result that cause him to become harsh, or even, to resign. When an organizer is not responsible to directions from his authorities and they discipline him – as they should be – if he reacts negatively to this discipline, he will build patterns of resentment and pride.

8. PUTTING PROJECTS AHEAD OF PEOPLE

When an organizer, because he is only focusing in on people’s inefficiency, or disorganization, reacts negatively to people who do not have his gift of administration, he not only overlooks people’s real needs and potential, but he also damages what could have been important relationships and the potential ministry that God had intended for him.

9. OVERLOOKING WORKERS’ SERIOUS FAULTS

If an organizer is given a position of authority in the local church, and appoints workers on the basis of their ability to get the job done, he will, if serious character flaws are discovered in a valuable worker, be reluctant to dismiss him. His reluctance to do so, however, will, by communicating approval and acceptance of unacceptable
behavior, will not only cause negative reaction from some but, also, imitation by others, as well.

10. FAILING TO EXPLAIN OR PRAISE

When an organizer is put in charge of several people to accomplish a job, he may tend to give instructions without explanation that will cause fellow workers to feel like pawns in a chess game. If, coupled with this, the organizer fails to give them proper praise, or appreciation, when the work is done, their feelings of being used will be intensified.

11. FORCING DECISIONS ON OTHERS

An organizer can misuse his special abilities of persuasion and decisiveness by coercing others to help him achieve personal ambitions and, even when it comes to legitimate jobs, he can misuse his special abilities by being insensitive to the schedules, weariness, or personal priorities, of his workers.

12. LOSING INTEREST IN FINISHED JOBS

Because the fulfillment of the organizer comes from seeing a job completed, he prefers to move on to a new challenge once that goal has been achieved. However, before moving on to a new job, he must make proper provision for maintenance of the completed job. When this tendency to continually “move on” to something new is carried over into the personal life of an organizer, he is never content with the things that he has – or the things that he has done.

13. CONSIDERING REPETITIVE WORK TO BE “BORING”

Because, unlike the server who might enjoy the security of a work routine where he knows exactly what is expected of him, the organizer – or, administrator – views routine work as having no challenge, he has not interest in it. “Boring” sums up his opinion of repetitive work.

Scripture for those who would like to make a further study of what it means, Biblically, to be an organizer – or an administrator – would be:

Joseph – Genesis, chapters 30 through 40
Nehemiah – Nehemiah, chapters 1 through 7
Deborah – Judges, chapter 4 and 5
David – 1 Samuel, chapters 16 through 31; 1 Kings, chapters 1 and 2;
  1 Chronicles 10:13 and 29:30
James, the brother of Jesus – Matthew 13:55; Mark 6:3; Acts 12:17; 15:13 and 21:18;
  1 Corinthians 15:7 and Galatians 1:19 with 2:9.
To cap this off, the description of someone with the Motivational Gift of Organizer, or Administrator, would be:

1. Visualizes the final result of a major undertaking
2. Enjoys coordinating the efforts of many to reach a common goal
3. Breaks down a large task into achievable goals
4. Is able to delegate assignments to others
5. See people as resources that can be used to get a job done
6. Is willing to endure criticism in order to accomplish a task
7. Requires loyalty in those who are under his supervision
8. Removes himself from pretty details to focus on the final goal
9. Encourages his workers and inspires them to action
10. Moves on to a new challenge once a job is finished

If someone dropped a plate of food on the floor, someone with the Motivational Gift of Organizer-Administration, would probably react as follows . . .

If, for instance, a person with the Motivational Gift of Organizer-Administrator were to visit a sick person, they probably would respond with something like . . .

Perchance a speaking accidentally spills a glass of water that was on the pulpit while he was speaking, the person with the Motivational Gift of Organizer-Administrator would retort with something like . . .

Motivation of the Organizer-Administrator is to achieve the immediate goal of the group

Understanding the Organizer/Administrator

The person with an Organizing, or Administration, motivation is the kind of person who get others people involved in accomplishing goals. He has understanding of what is his what he has to do and will faithfully carry it out. While he has a knack for knowing how to achieving and get things done, he will not, generally, overstep other people’s responsibilities. He is not "pushy,” but ready to take over when there is no other leadership. He is not apt to procrastinate – but may have a tendency to be impatient when things go wrong, or others are not satisfactorily carrying out their obligations.
The organizer will have everything ready and handy before beginning a project. [A housewife, for instance, who is baking a cake, will have all the ingredients available before beginning].

The one with the Motivational Gift of Organization, because he sees the importance of the goals involved, is not so concerned about any criticism – and isn’t so concerned about who receives the credit, as long as the task is finished effectively.

The Organizer must have a goal – or goals – and receives his joy from getting as many people as possible involved to accomplish those responsibilities.

**THE PROBLEMS OF THE ORGANIZER / ADMINISTRATOR**

Because of his determination to accomplish goals, some people might come to think that all he is interested in are “goals” – and not the people.

Because the Organizer has an ability to see clearly all the intricate details of the chore, he has an inclination to not explain it clearly to the other workforce.

**BIBLICAL – ORGANIZER / ADMINISTRATOR**

A good example – perhaps the best – is Nehemiah. When He realized the ruins of the walls of Jerusalem (Nehemiah 1:4), and how that Israel’s enemies would come into the city and plunder it. First he surveyed the city (2:12-15), he sees the gates broken down and filled with heaps of debris. Huge holes were found in the walls.

First Nehemiah acquires the resources needed and gets the workers involved (Chapter 2). He calculated the time involved and specifically set a time for the project to finish (2:6). He organizes everyone to do their part in the work (Chapter 3).

Even though there was opposition (chapters 4 and 6) he ignores it completely, letting others handle it – and continues with his task. It was tough enough to get static from *without* his ranks, but it also came from *within* the workers – and he, with God-given wisdom, calmed the situation, so that the work would be finished.

Nehemiah knew how to delegate authority to get the job finished – 7:1-2

Listed below are the titles of the seven Motivational Gifts listed in Romans 12:6-8. You can choose any one – or more of them – and click on it to download and study.

**MOTIVATIONAL GIFT #1 – PROPHECY, PERCEPTION**

**MOTIVATIONAL GIFT #2 – SERVING**

**MOTIVATIONAL GIFT #3 – TEACHING**

**MOTIVATIONAL GIFT #4 – EXHORTATION**

**MOTIVATIONAL GIFT #5 – GIVING**

**MOTIVATIONAL GIFT #6 – ADMINISTRATING (ORGANIZING)**

**MOTIVATIONAL GIFT #7 – COMPASSION**