

THE GIFTIVATE FRAMEWORK FOR LEADERS



THE GIFTS	 PERCEIVER	 PROFESSOR	 ENCOURAGER	 RULER	 SERVANT	 GIVER	 MERCY
Characteristics	<ul style="list-style-type: none">• Discerns right from wrong, sees black and white• Passion for justice and truth• Insightful, can detect hogwash• Demands excellence from all• Holds self and others accountable to high expectations• Points out errors with the goal of restoration• Offers guardrails	<ul style="list-style-type: none">• Loves knowledge• Values accuracy and clarity• Likes to organize and share information• Researcher• Needs to know the “why”• Talkative• Led by their head	<ul style="list-style-type: none">• Relationship-oriented• Encourages and inspires others• Visionary• Communicates in practical ways• Glass is half full• Party looking for a place to happen• Brings cohesion to a team	<ul style="list-style-type: none">• Administrator, organizer• Plans and implements• Moves everyone toward common goal• Takes charge• Analyzes and delegates• Task driven• Empire builder (bigger, better)	<ul style="list-style-type: none">• Meets practical needs• Often serves behind the scenes• Dependable, loyal• Quiet, doesn’t seek attention, team player• Get things done• Reliable• Can see completion of other people’s projects	<ul style="list-style-type: none">• Creates out of the box solutions• Gives in secret• Tends to work in financial sectors• Supports others’ projects• Identifies and provides resources• Generational thinking• Values stewardship	<ul style="list-style-type: none">• Strong sense of compassion• A safe place for those hurting• Emotionally Sensitive• Ministers to the suffering• Everyone likes/admires them• Needs time to process and respond• Draws from prior experience
My Organization's Top 3 Gifts							
My Top 3 Gifts							
Specific skills, tasks, or responsibilities stated in my job description							
Specific skills, tasks, or responsibilities NOT stated in my job description but are expectations							
Pain points, sources of job stress, feelings of inadequacy, roots of imposter syndrome							
Where Can I Grow or Get Help							