



Suggestions when working with a team where members know each other well...

The "Dotted Diamond" is the shift in your Usual Style on the Lifestyle Grid - your diamond - to a possible new location. It reveals how your spiritual gifts can change the nature of your behavior in the power of the Spirit. The "dotted diamond" is the key linkage between the Birkman Lifestyle Grid and the Spiritual Gift Triangle, the depiction of one's natural personality and one's supernatural gifting for ministry.

1. You will not fully comprehend or "get" certain people if you rely solely on the Birkman Grid data. That is, the data will not be adequate to fully explain who they are, especially when using their spiritual gifts. For example, Paul Ford appears to be a far-right people person, but his gifts of exhortation and prophecy move him dramatically toward the task side of the grid. Many people's usual behavior in reality shifts to a new or different position on the grid, depending on the nature of the "power" and drive of one's spiritual gifting.
2. The impact of one's gifts on personality may best be discovered in interaction with close friend in the Body - i.e. someone who knows you well and has observed your ministry over several years. Their feedback will give you more objective data as to how your gifts influence your personality. We need friends who have history with us to help us understand ourselves. This is even more true on a team or in a small group of people who know you well.
3. In such a group, ask each participant: "How does your spiritual gift influence your diamond?" Then give each person 15 minutes to silently reflect on what the impact might be. Be available for questions on what kind of movement might happen with certain gifts. This is a learning process - even for us today!
4. When the group returns, have one person share how they see their diamond moving because of their gifts. Then allow time for others to respond, making observations about how they've seen the person's gifts influence their personality. The following questions might be used to help them probe the interaction between the grid and the triangle:
 - Are you more direct or indirect in most of your communication with others?
 - When using your gifts, are you more concerned about the task or the people?
 - In what direction and how far do your gifts move you?
Indicate this movement on the Lifestyle Grid.

5. This movement can be penciled in on their grid using a short (one or two inch) sliding continuum. Don't use ink; that will look too final.
