

Primary Equipping Functions Questionnaire

As you serve as the leader or another part of a team, rate yourself on each of the following:

5 = That's me 3= Somewhat like me 1 = Not me at all

1. ___ I keep the team on track with its stated priorities, tasks, and values.
2. ___ I build partnerships for the tasks at hand, giving priority to relationships in the process.
3. ___ I listen for ministry burdens or passions, team problems, and potential unity issues.
4. ___ I like to communicate the vision for our group or ministry to help set course.
5. ___ I invest in others and release them to play their God-designed roles.
6. ___ I desire carefulness in how we carry out our plans and actions.
7. ___ I focus on relational quality control rather than task quality control.
8. ___ I tend to ask questions before giving answers.
9. ___ I may or may not originate our sense of direction, but I often end up communicating it.
10. ___ I provide training or direct others to needed training to help fulfill their ministry identity.
11. ___ I manage process and some or all of the details in planning and completing our tasks.
12. ___ I provide a place of belonging for others in our group or team.
13. ___ I tend to encourage two-way communication, both talking and listening.
14. ___ I draw vision and people together in a way that produces fruit in carrying out that vision.
15. ___ I prepare, mend, or mentor others to help them fulfill their heart-felt purposes.
16. ___ I like to put checkpoints in place to help keep us on track with the stated purposes.
17. ___ I intentionally work to build unity on our team.
18. ___ I cause people to believe that they are heard when they express their vision or concerns.
19. ___ I enable others to believe that they can contribute to fulfilling the vision.
20. ___ I am able to encourage the best in others and validate them to play their parts.
21. ___ I like to think about how to carry out someone's vision in practical, even systematic ways.
22. ___ I realize that working hard at building a strong team relationally is essential for me.
23. ___ I pay close attention when my teammates about their ministry burdens and passions.
24. ___ I watch for all the puzzle pieces of our team's vision and then share the whole puzzle.
25. ___ I realize my own need often to get out of the way to free others to serve.

Scoring. To tally your scores, please follow instructions on the next page.

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Primary Equipping Functions Assessment Results

Please add up your scores across for each of the five Primary Equipping Functions using the chart below.

Equipping Function	Scores					Total Number
Values Keeper	1. _____	6. _____	11. _____	16. _____	21. _____	
Team Builder	2. _____	7. _____	12. _____	17. _____	22. _____	
Active Listener	3. _____	8. _____	13. _____	18. _____	23. _____	
Vision Sharer	4. _____	9. _____	14. _____	19. _____	24. _____	
Equipping Releaser	5. _____	10. _____	15. _____	20. _____	25. _____	

Evaluating and Ordering the Equipping Function scores. After tallying your scores for each of the five leadership functions, but before you list the order of your top two or three below:

- Look at the **Primary Equipping Functions Evaluation** page that follows.
- Observe both the definitions for each (#'s 1 to 5) and also the "Potential Gifts" fit for each of your top two or three equipping functions.
- Determine what you believe to be the proper order of the functions by strength of who you are and how you are gifted.
- Compare your top two or three equipping functions with your primary and secondary **Team Styles** and see if they are similar.

My Top Two or Three Primary Equipping Functions

1. _____

2. _____

(3) _____

Remember: some identify that they are powerful in two functions, others in three.

People whose gifts are all supporting gifts may identify only with one or two, those being values keeper and/or active listener.

Primary Equipping Functions I Need from Others (bottom two/three)

5. _____

4. _____

(6) _____

Primary Equipping Functions Evaluation

Your Spiritual Gifts Combination in Leadership Language

Instructions: Match the categories from the previous page with those on this page, and select the two or three highest scores/matching functions as your primary and secondary **Leadership Functions**. Read through the information on your style (s) and underline comments and need areas that fit you.

Where are you powerful and who do you need?

<u>Equipping-Stewarding Function</u>	<u>Potential Gifts</u>	<u>Functions Needed</u>
<p>1. Values Keeper Focuses on quality in the process, establishes guidelines and provides real accountability. Equips most powerfully from Alongside.</p>	<p>administration prophet word of wisdom teacher knowledge</p>	<p>2. Team Builder 3. Active Listener 4. Vision Sharer 5. Equipping Releaser</p>
<p>2. Team Builder Gives priority to the people no matter what the process. Unity is always a priority. Leads most effectively from Alongside.</p>	<p>pastor exhorter leader Supporting gift: mercy</p>	<p>1. Values Keeper 3. Active Listener 4. Vision Sharer 5. Equipping Releaser</p>
<p>3. Active listener Listens for vision and passion residing in team members. Asks before answering. Most powerful encouraging from Alongside.</p>	<p>pastor exhorter wisdom Supporting gifts : helps, administration</p>	<p>1. Values Keeper 2. Team Builder 4. Vision Sharer 5. Equipping Releaser</p>
<p>4. Vision Sharer able to powerfully share vision and values and build ownership for such. Leads most effectively Upfront or Alongside.</p>	<p>leadership prophet evangelist exhorter pastor</p>	<p>1. Values Keeper 2. Team Builder 3. Active Listener 5. Equipping Releaser</p>
<p>5. Equipping Releaser Purpose is always to prepare and release others to play their God-designed parts. Enables powerfully from Alongside or Upfront.</p>	<p>ALL equipping gifts: exhorter, pastor evangelist, leader prophet, teacher word of wisdom word of knowledge</p>	<p>1. Values Keeper 2. Team Builder 3. Active Listener 4. Vision Sharer</p>