



Grip/Birkman Blueprint

Coaches Training Manual

Discovering Your Blueprint for Living ...utilizing the *Your Leadership Grip/Birkman Blueprint* Coaches Training Tentative Seminar Schedule

All sessions include break-out time in pairs or foursomes

Day #1

- 8:30-9:00 **Registration & Coffee**
- 9:00-10:30 **Introductions & Get a Grip #1: The Big Picture**
- 11:00-12:30 **Get a Grip #2: Your Baseline Personality: Lifestyle Grid**
- LUNCH
- 1:30-3:00 **Practice Getting a Grip #2: Lifestyle Grid and Areas of Interest Coaching**
- 3:30-5:3 **Get a Grip #3: Leading Powerfully through your Gifts**

Day #2

- 8:30-9:00 **Group Review of Day #1 and prayer**
- 9:00-10:30 **Practice Getting a Grip #3: Spiritual Gifts Coaching**
- 11:00-12:30 **Get a Grip #4: How do your gifts function in a team setting?**
(includes 30-minute break-out in pairs)
- LUNCH
- 1:30-2:30 **Get a Grip #5: How do your gifts function in stewardship language?**
- 3:00-4:30 **Getting a Grip #6: Integrity of the Corners/Dotted Diamond Pairs**
- 4:30-5:30 **Get A Grip #7: Your Team Influenced by Foundational Colors & Intellect!**

Day #3

- 8:30-9:00 **Group Review of Day #2 and prayer**
- 9:00-9:45 **Preparation for Coaching another person using Blueprint Prep Page**
- 10:15-12:30 **One-to-One Coaching Feedback in Pairs – one hour each person**
- LUNCH
- 1:30-3:00 **Getting a Grip #8: Going Deeper with Birkman Component Reports**
- 3:30-5:30 **Prep for Coaching only Component Reports (40-minutes) & Pairs Feedback**

Day #4

- 8:30-9:00 **Group Review of Day #3 and prayer**
- 9:00-12:00 **Coaching Tips for multiple settings and “Where do we go from here?”**
- LUNCH

Summary Points for Utilizing the Your Leadership Grip/Birkman Blueprint (GBB) resource:

1. The “Pull-apart” process — the GBB gives you the opportunity, in a truly unique way, to separate that which is natural in you/behaviors (the Birkman Method) from the supernatural/spiritual gifts (Your Leadership Grip).
2. The “power” language helps people more intentionally hone in on their primary three/ four spiritual gifts. Put simply: there are many things that you do well, but only two or three or four where the power of God shows up on a consistent basis. And because you are forced to look at your spiritual gifts from three distinct sets of language (Equipping/ Supporting gifts, Team Styles and Primary Functions of Leadership), it means that you come up with more accurate insights as to how you are powerful in the Spirit.
3. The principle of “making a sober estimate” in Romans 12:3 is core to the Grip/Birkman Blueprint process. Trained GBB coaches enable people go deeper in understanding who they are naturally from birth (Psalm 119:13-14), how they are powerfully gifted to fit into the body life ministry (Romans 12:4-6).
4. There is an intrinsic “I to We” paradigm shift process built into the Grip/Birkman Blueprint, because many American Christians have a difficult time moving beyond their own individualized priorities into meaningful community/body life. We assume that 95% of believers in the West must go through an intentional process of learning to move from I to we in building and leading church plant or ministry teams — even small groups. The three critical questions that help this process are: By God’s design, Where are you powerful? How are you weak? Who do you need?
5. GBB looks at stewardship in three distinct categories:
 - stewardship of who I am as leader — powerful strengths, intrinsic weaknesses, and who I need around me
 - stewardship of who we are as team — same three areas above shared, understood and worked into body life application
 - stewardship of who we are as “groups of we” -- putting together all the teams or groups within a church or ministry brings greater clarity as to the whole of God’s economy for that Kingdom vehicle (church or mission)....

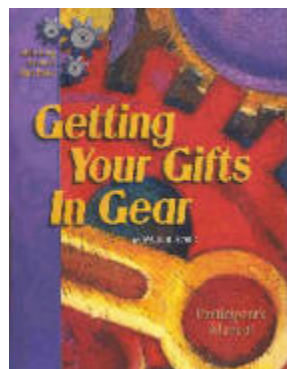
Your Leadership Grip enhanced Birkman Blueprint

Discovering Your Blueprint for Living

Utilizing the new *Your Leadership Grip/Birkman Blueprint resource*

Paul R. Ford

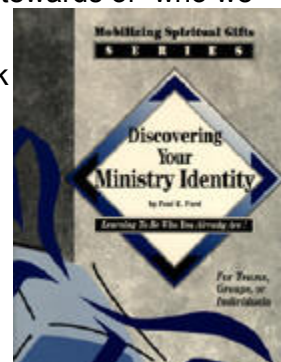
It has taken me fifteen years, but I finally have found a way to help Christians and Christian leaders to discover the whole of who they are, from baseline personality to powerful spiritual gifts...from underlying motivational needs even to gift liabilities! But first, the background....



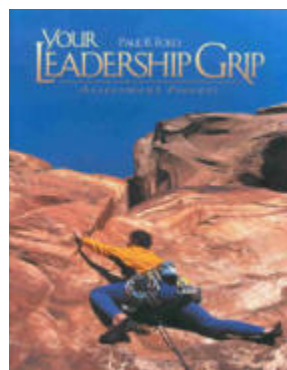
In 1986, I started developing ways for lay Christians to discover and fulfill their God-designed roles in or beyond the local church. The Mobilizing Spiritual Gifts series was the result of that eight-year effort, with the title of one of my workbooks telling the story: "**Getting Your Gifts in Gear**". Organic body life began for many Christians and churches, with many believers discovering and playing their God-prepared parts for the first time.

But by the mid 1990's it was very clear that thousands of Christian leaders were the ones blocking the door to effective lay mobilization. So I started doing teambuilding seminars with ministry teams to help those leaders build strong teams by first understanding the ministry identities of their players. As they first became good stewards of their own gifts, leaders also became more intentional in equipping and releasing others to play their gifted parts. They became good stewards of "who we are."

Many a leader quit worrying about how to be that "visionary leader" and got back to the biblical business of equipping and releasing the saints for the work of ministry. The workbook **Discovering Your Ministry Identity (DYMI)** has become a strategic resource for helping leaders to assess themselves and their team members in six different areas – from spiritual gifts to ministry burdens or passions – and therein discover how "who I am affects who we are." Body life functioning realized its dependence upon every person playing his or her part.



But I continued to be incredibly frustrated with leaders beyond training effective lay mobilization and intentional teambuilding. Then, in 1999, I got to the heart of why many leaders were not equipping and releasing others: the majority of leaders (as high as 70%) do not clearly understand who they are in Christ! Many were never trained to be good stewards of their gifts. It was out of this frustration that I developed **Your Leadership Grip**, a workbook that gives the Christian leader a chance to identify his or her spiritual gifts from three different angles and five different assessments. In addition, the leader is also able to identify where he is weak and who he needs alongside to make him (and them) stronger as a team.



My goal? "Leader, rather than trying to be a visionary leader, a manager by objectives, or a leader who looks just like your mentor, how about first making a sober estimate of who you already are -- powerful strengths -- and also your weaknesses, which simply reveal who you need." And many leaders are doing just that.

The Whole Blueprint

But one more piece yet needed to be fit into helping people discover their God-designed blueprint for living at the deepest level. In mid 1996, I became a consultant for a personality profiling tool called The Birkman Method.

Based on Psalm 139:13 and developed by a dear Christian friend, Dr. Roger Birkman, this highly sophisticated resource was already well-known to corporations like Microsoft, Ford and Sprint – but not in the Christian community. Its quality was Cadillac, but so was its pricing! [Most churches concerned about identifying personality traits simply used less expensive tools – and with less depth than the Birkman Method.]. It was during this time that I began to use Birkman’s report sets with individual leaders alongside my “spiritual assessments” because I wanted to discover the whole person: personality AND gifting.

It slowly dawned on me, over a seven-year process, that a Christian has two distinctive patterns going on in his or her one life at the same time. That is, every believer has a baseline personality but also functions powerfully with two or three spiritual gifts, with the gifts flowing out from the baseline personality. I used to think that the two, gifting and personality, just blended together into one form. But then I observed scores of leaders whose personality and gifting appeared to be distinctively different in part or in total. And for some, the attempt at understanding gifting was actually confused by certain personality qualities. Which is it: talent or gifting?

But how could I help leaders come to grip with the reality of both worlds colliding within? It was then I realized that the Lord had already given me the two major puzzle pieces to frame things together! I welcome you to the **"Your Leadership Grip enhanced BIRKMAN Blueprint"**. We saw a chance to help people identify, more deeply and profoundly than ever before, the differences between one’s gifting and personality, one’s supernatural empowering and one’s talents. I saw a chance for each person to discover his/her “blueprint for living” as God has designed from birth, then empowered from conversion.



ChurchSmart worked out the plans to combine my multi-angled gifts resource, an assessment set with ten years of impact, with a personality profiling resource with 45 years of sophistication and depth. And the costs of the resource were brought to several levels that make the resource more fully accessible than the Birkman Method in particular has been previously. And I have trained coaches to come alongside anyone who needs some assistance in going deeper with the Base or Mid levels of the resource. Additional help can also be had through Birkman Consultants at the Priority Level of the resource, also available through ChurchSmart.

Your Grip/Birkman Blueprint Trainers:

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Get a Grip #1: The Big Picture: Using the Grip/Birkman Blueprint

☒ Read the following five statements which serve as an overview for this training:

"The way to be a leader today is different. I no longer call the shots. So what is my job as leader? The essence of leadership today is to make sure that the organization (organism) knows itself." Mort Meyerson

*"Everything I thought I knew about leadership is wrong"
Fast Company Handbook of the Business Revolution, p. 9.*

"For by the grace given me I say to you: do not think more highly of yourself than you ought; but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you." Romans 12:3

"Where are you powerful, where are you weak, and who do you need?"

"Let us look at who God brought to discern more clearly what God's plans might be."

Stewardship = The 65-35 Principle

? What statement meant something to you?

Exercise One: The Money Game (10 minutes)

☐ Preparation: Pass out 3x5" cards to each participant.

- Round 1—Pull out all the money you have with you. A family next door to you has just had their house burn down. What could you do with the money to help them?

Write your ideas on your 3x5 card (2 min).

Bring the whole group back together and ask them to respond to this question:

What are some of the ideas that came to mind? (3 min).

- Round 2—Imagine that you have no money. How could you do to help them? Jot down those ideas on the other side of your card (2 min).

Again bring the whole group back together and ask them to respond to this question: What are some of the ideas that came to mind this time? (3 min).

- Round 3—Now, pool your money and your other ideas. How could you together help them? *Stand up, move to a flip chart. Capture their combined ideas on a flip chart or whiteboard.*

Debriefing Discussion (5 minutes)

- Let's examine what just happened. Turn to a partner (or in groups of three) and discuss. (3 min) Then share with all...(2 min)
 - ✓ What was going on inside of you during the exercise?
 - ✓ What dynamics did you observe during the exercise?
 - ✓ How was this exercise like life? What did you learn about using what you have?
 - ✓ How does this relate to God's economy? How does this expand your definition of stewardship?

The purpose the opening exercise is to get them thinking about the true nature of Biblical stewardship. Hopefully there will be a number of positive and creative ideas generated.

Activity TWO: Understanding our Cultural Context (15 minutes)

As you introduce these cultural values, please make certain that you have read chapters 1-3 in Knocking Over the Leadership Ladder. >>To transition to the core content of the session, read Critical Insight #1 and ask the two questions following:

Critical Insight #1: Seven Western cultural values critically impact team building.

Note: These are not just American values any more.

1. Context: Understanding the impact of culture on team-building:
Before we make a sober estimate through *Your Leadership Grip*, let's establish the impact of cultural values on you and your players...

- 1.1 Which of these seven cultural values most affect your leadership or serving?
(pick the top 1 or 2)

Narcissism...it's all about me

Entitlement...I deserve what I want because...

Dissatisfaction...because I am just not happy with most of life

Sarcasm...a highly prized cultural ability, humor at someone's expense

the "Ladder Mentality" ...moving up is what is most important

Rebellion glorified...always with us in the past, now it's praised

Blame...someone else must pay for my problem or situation!

After each person has had adequate time to think through these values, bring the whole group together and ask them to illustrate the values just listed:

- What examples from a TV show or commercial can you suggest which illustrate these cultural values. (or: Assign a particular value to each group or person).

- 1.2. Which of these values most affect your ministry and churches?

Narcissism...

Entitlement...

Dissatisfaction...

Sarcasm...

the "Ladder Mentality"...

Rebellion glorified...

Blame....

? Why is it so vital to understand the values of our culture?

☒ Share in prayer withy a partner (10")

Cultural Values	Healthy Biblical Values	Scriptures
Narcissism, self centered, I focus	Selflessness	Philippians 2:3-4
Entitlement, "I deserve"	Giving up our rights	Luke 14:27
Dissatisfaction, "I am not happy"	Contentment in any circumstance	Philippians 4:11-13
Sarcasm	Always seeing the best	I Corinthians 13:4-7
Ladder Mentality	Servant mentality	Matthew 23:11-12
Rebellion glorified	Accept authority	Heb 13:17; Js 4:7
Impatience	Patience	Isaiah 40:23-31
Need to be entertained	Ability to rest	Isaiah 30:15

Activity Three: The Stewardship 3-Step (5 minutes)

As we prepare to learn the coaching steps involved in the Your Leadership Grip/Birkman Blueprint assessing process, how will we approach our learning process with individuals and teams? We encourage you to consider the following three-step process as the means for helping people see themselves in proper perspective, both individually and in community. You will be amazed at how this framework will help people. We call it the stewardship 3-Step. We do not seek to understand ourselves better simply for purposes of understanding - but rather for purposes of stewardship.

2. The Stewardship 3-Step: "I," "We," and Groups of "We"

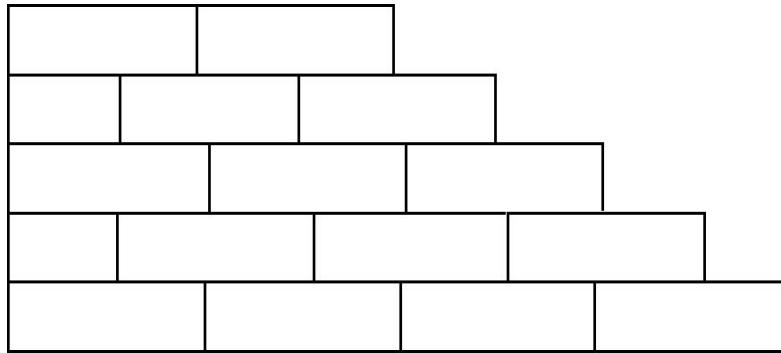
- 2.1. Who I am as a leader or team member
- 2.2. Who we are as a ministry team or life-giving cell
- 2.3. Who we are as the "groups of we" – the church or whole ministry

Activity FOUR: The Christian as Good Steward (15 minutes)

What does it mean to be a steward of who I am and of who we are? The Apostle Paul is very helpful in this matter through 1 Peter 4:10-11.

3. The Christian as good steward

- 3.1. Each is an "Oikonomos" –1 Peter 4:10-11
- 3.2. "Relationship manager"...you are a steward of Spiritual Gifts in the framework of relationships (team) God has given you
- 3.3. And what of the building blocks God gives? Ephesians 2:19-22 ...like Nehemiah in Nehemiah 3...



To help you think about those whom God has placed around you to steward, take five minutes and write down people who with whom you are in a group or on a team.

- Who has God brought into your lives for stewardship purposes (i.e. "relationship managing"). (5")
- What is God saying to you about stewardship?

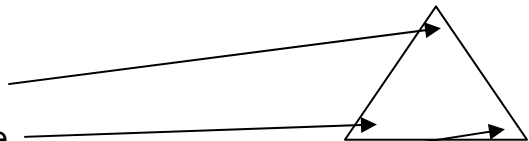
4. Overview: *Your Leadership Grip* workbook combined with the *Birkman Method*

To assist us in the process of good stewardship, we give you the *Your Leadership Grip/Birkman Blueprint* assessing process. The real value of assessments is to give us a common language to learn and share about ourselves with one another. We believe that you will find this new language very helpful in making a sober estimate in each of the three stewardship areas.

Make a Sober Estimate (Romans 12:3) of your own Spiritual Gifts and personality, your team...your staff...your team members...using

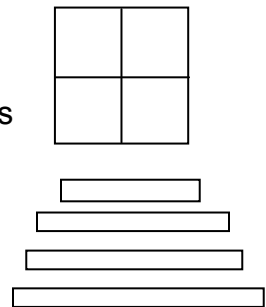
4.1. ***Your Leadership Grip*** workbook:

- Your Spiritual Gifts in gifts language
- Your Spiritual Gifts in team language
- Your Spiritual Gifts in stewardship language



4.2. ...combined with the ***Birkman Method***

- Lifestyle Grid: revealing interest, usual style, and needs
- Areas of Interest: those activities high in your priorities
- Organizational Focus Colors: your greatest value to your team
- Intellectual style: how you process information



THEN...to these four pieces add the ***Birkman Components***

- 4.3. This combination gives us an strategic separation between the natural you (the ***Birkman Method***) and the supernatural gifting of the Spirit in you (***Your Leadership Grip***). Consider that: out from the baseline behavior of who you are naturally from birth...rises up the dynamic power of the Holy Spirit through the gifts given to you from conversion. (see next page)

☒ See the overview graphic, "**From Natural to Supernatural**" on the next page.

Our process brings a distinctive that you will find in no other assessment process. We have discovered a way to distinguish the natural, behavioural part of who you are from the supernatural dynamic of spiritual gifting. The Birkman Method gives us a strong foundation for understanding who you are naturally, i.e. who God designed you to be from birth (Psalms 139:13, 14). From that foundation rises up the power of the Holy Spirit. The New Testament describes this power, Spiritual Gifts, as the supernatural part of who we are.

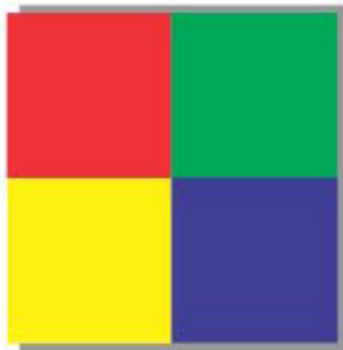
From Natural to Supernatural

Energized Through and Beyond Your Personality



The Spiritual Gifts Triangle

Three Angles on How You Are Powerful



 **Birkman**

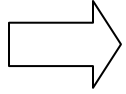
The Lifestyle Grid

Your Baseline Personality

Activity FIVE: Sharing Insights (15 minutes)

In summary of this first section of looking at the big picture of our learning process, let us take a few minutes to soberly estimate and talk about those insights that are most important to us. Break into pairs and each share responses to each of the questions below. Before sharing, take five minutes to review the material we have covered.

Coaching #1:



Set the foundation

1. From the quotes at the beginning of this session, which one speaks most personally to you?
2. In your life, which area of the Stewardship 3-Step do you steward best? ...steward worst? And why?
3. What is your response to the people—building-blocks—that God has placed around you?
4. Which of the cultural values is your greatest liability? Why?
5. Pray for each other in these areas...

Large Group Discussion: (30 min)

- Resources: Read Chapters 5, 7 & 8 in *Knocking Over the Leadership Ladder*. For Cultural Values, read Chapters 1, 2, & 3 in *Knocking Over the Leadership Ladder*.

Get a Grip #2: Your Baseline Personality (120 min)

Exercise One: *Moment of Discovery* (15 minutes)

- Preparation: Have additional sheets of plain paper for every participant. And have a flip chart pad on easel with markers pens available to use if desired.
- Bring an electric, plug-in lamp as an object lesson; or an electronic lapel microphone.
- Select one or two of the suggested video clip(s) of someone discovering that they are powerful. Use the questions to debrief the video clip.

Each of us is born with an innate desire to be known and a deep desire to be able to do what we think we do best. But often, the actions of another person enable us to discover where we are truly powerful. Let's watch this scene...

- **“My Holland’s Opus”** (Music teacher Mr. Holland tells frustrated young clarinet player to: “Play the Sunset.”)
 1. What was “the sunset”?
 2. In what way was the student empowered?
 3. In your context, what would it mean to “play the sunset”?
- **“Dead Poet’s Society”** (Barbaric Yalp—Robin Williams plays a teacher who is trying to help his class develop a love for literature. The homework assignment the night before was to write a poem which was to be shared with the class the next day. Ask everyone to pay close attention to Robin Williams and the dynamics between him and the student.)
 1. What was going on inside of the student through the scene?
 2. What did Robin Williams do well as the teacher?
 3. In what ways was the student empowered?
- **“Sister Act”** (Sister Mary Clarence brings the choir together at the convent and in the first several rehearsals helps individuals find their voice, find their place, and remember why they sing in the first place)
 1. What changes did you observe as the rehearsal went on?
 2. What did Whoopie Goldberg’s character do well as the new director?
 3. In what ways were the nuns empowered? What was the result?
- **“The Legend of Bagger Vance”** (Find your true authentic swing)
 1. How did Bagger get the frustrated golfer’s (played by Matt Damon) attention?
 2. What did Bagger Vance do well as a coach?
 3. In what way was Matt Damon empowered?
- Place lamp on desk or try speaking into lapel mic:: What do you know about a lamp and its wiring and qualities? Try to turn it on...it doesn’t light up. Why not? (*it was not plugged in*)
- What conclusions can you draw from this simple demonstration? (*Every object has a specific purpose for which it was designed and is most powerful when plugged in or used for that purpose.*)

Let’s now turn to the **Birkman Lifestyle Grid** to discover what insights it gives us about our natural personality, Areas of Interest, Usual Style, and Need and Stress Style.

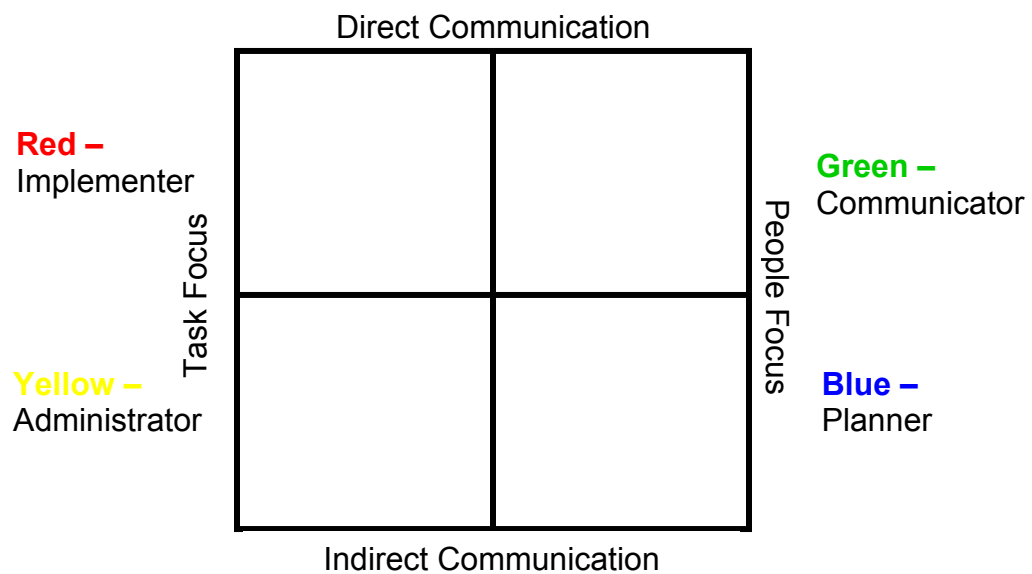
1. Understanding the *Birkman Lifestyle Grid* (35 min)

This module is to help you understand the natural part of who you are—your personality, including Interests, Usual Style, Needs and Stress responses.

1.1. Left/Right & Up/Down location and movement on the *Grid* – key to utilizing this tool

- **Task** focus on the left to **People** focus on the right
- **Direct Communication** at the top to **Indirect Communication** on the bottom

1.2. The four colors of the *Lifestyle Grid*:



Activity Two: Plotting Your Lifestyle Grid (20 minutes)

Let us begin our process of sober estimation through the *Lifestyle Grid* with a breakdown of each of the four parts of the natural you.

1.3. Four categories, three grid points on the *Lifestyle Grid*

- Your goals or Interests (*):

What you want to see happen or accomplished...

logistics technology engineering enforcement project mgmt	sales teaching coaching lawyer politician
accounting numbers policy writing systems developing tax work	writing designing counselor artist architect

- *Ask for one or two illustrative personal examples: Which of you feel your asterisk/star is an accurate description of your **Goals** or **Interests**?*

- Your Usual or effective Style  This is what people see!

How you will fulfill those goals...*how* you do it

practical assertive decisive logical/factual direct	friendly outgoing competitive motivating enthusiastic
precise thorough orderly careful analytical	thoughtful creative low-key intuitive strategic

- *Ask for one or two illustrative personal examples: Which of you feel the location of your diamond is an accurate description of your **Usual Style**?*

- Your **Underlying Needs** You must articulate your Needs to be understood.

You will be effective in your usual style **IF** the underlying needs are met...

<ul style="list-style-type: none"> results speed direct matter-of-factness action 	<ul style="list-style-type: none"> variety flexibility approval recognition talk about it
<ul style="list-style-type: none"> orderliness procedures structure predictability clear guidelines 	<ul style="list-style-type: none"> sensitivity time to think creative input autonomy to be valued

- *Ask for one or two illustrative personal examples.*

- Your **Stress style**

(that is, when your needs are not met) If your underlying needs are not met, you *will* move into Stress style...

<ul style="list-style-type: none"> impatience insensitive argumentative unsupportive overly directive 	<ul style="list-style-type: none"> restlessness scattered manipulative distrusting others easily distracted
<ul style="list-style-type: none"> legalistic resist change overly adhere to rules withdraw 	<ul style="list-style-type: none"> withdrawn pessimistic indecisive quietly rebel fatigued

- *Ask for one or two illustrative personal examples if you feel they would be helpful: Which of you feel your circle/square is an accurate description of your **Needs/Stress Style**?*

Activity THREE: “Places Please” Floor Exercise: (20 minutes)

Preparation: Use masking tape to mark off a 20-foot square grid on the floor of the room or an adjoining room, to replicate the Birkman Grid in their Report and notes. Label each quadrant with the appropriate Birkman color.

Please gather around the edges of the Lifestyle Grid marked on the floor. As I call out the Birkman symbol, would you please stand in a spot on the floor grid that matches where your symbol appears on your Birkman Lifestyle Grid:

- Where is your **INTEREST** asterisk/star? Allow time for each person to position themselves within the grid. This will be fun for participants, as they jostle and joke with one another.

Then ask: What does this suggest about the different Interests on your team?

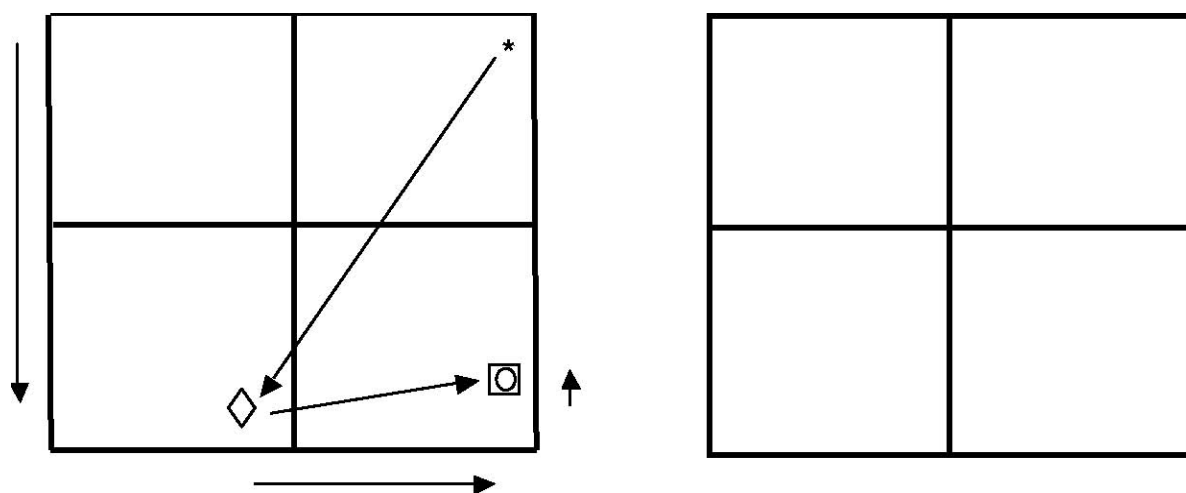
- Where is your **USUAL** diamond? Allow them to find their spots. Then ask: What observations can you make about your group’s Usual operating style? What does this suggest?
- Where is your **NEED/STRESS STYLE** circle/square? Then ask: What do the various locations suggest for your team or group? How can you use this information to improve team work on your team?

Let’s familiarize ourselves with the format of the Birkman Report. (10”

2. Using the Grip Birkman Report: Note format of the *Lifestyle Grid* 10-page report:

- Cover page (one page)
- Two pages on each of the four categories (numbered pages 1-8)
- Summary

2.1. Practice getting a grip on the *Lifestyle Grid* – Watch the movement by drawing lines outside the square as shown below....



2.2 A key principle for the *Lifestyle Grid* -- Watch the movement from:

- asterisk to diamond—do people understand my goals through my actions?
- diamond to circle/square—do people understand my needs from my diamond?

Critical Insight #2: Most assessments identify Usual style and Stress style of behavior. The Birkman Method offers insight into why you move into stress, which no other assessment does.

Activity Four: Exploring Your Areas of Interest (20 minutes)

The asterisk, or your interests, now takes on a life of its own! Let us look at a second report in the *Birkman Foursome* called **Areas of Interest**. This gives us the depth underlying your asterisk in ten specific areas, revealing things you are interested in and really like to do.

3. Areas of Interests

- 3.1. **Where you prefer to direct your energies:** any scores over 75 are noteworthy, though we encourage focus on your top four. They reflect:
 - Your goals/desired results – what you want to see in action or with people
 - What you enjoy doing for fun, relaxation, or escape...
- 3.2. Birkman International has now confirmed that scores of 90 or over are MORE than just strong interests. They are NEEDS!

3. Color and Key words

3.1 Artistic (blue) -- *Aesthetics*

- Creating imaginative works of aesthetic value, expressing ideas artistically
- Working or performing in the visual arts

3.2 Literary (blue) – *Write/Create*

- Interest in creative writing and in language skills
- Editing and publishing, journalism field or for fun

3.3 Musical (blue) – *Music*

- Musical involvement of many forms
- Appreciation for cultural events including musical expression

3.4 Numerical (yellow) – *Numbers/Analytical*

- Utilizing numbers in bookkeeping, accounting, math
- Analytical problem solving: statistics, maybe computer programming

3.5 Clerical (yellow) – *Details*

- Administrative details which could include data processing, numbers detail, and record keeping
- Maintaining systems or working with repetitive routine

3.6 Mechanical (red) – *Hands-on*

- Hands-on work in broad range of technical areas: machines, electronics, carpenters,

machinists, oil exploration

- Interests may include design, maintenance, working with motors

3.7 Outdoor (red/blue) – *Hands-on Outdoor*

- Outside activities, either work or play or a lot of both
- Freedom from office confines

3.8 Scientific (blue/red) -- *Research*

- Health services, technology and medical or pharmaceutical services
- Involves analysis, research, testing various hypotheses

3.9 Social Services (blue/green) – *People*

- Assisting, serving, supporting social issues for individuals or communities
- Social work, religious work or volunteering, counseling

3.10 Persuasive (green) – *Motivating/Influencing*

- Motivating others to accept ideas, actions, or opinions through persuasion
- Debating, convincing, instructing, or selling

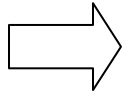
Activity Five: Interpreting Profiles Practice (10")

Pair share exercise: Each of you share your top two interests and a one sentence response as to the accuracy of the results of this section of your Birkman Report.

Activity six: Sharing Insights (20 minutes)

God designed you to be just who he wanted you to be naturally, from birth. What does that look like through the *Lifestyle Grid* and the **Areas of Interest** reports? Let's stop and share what we are learning through the following coaching exercise.

Coaching #2



Lifestyle Grid & Areas of Interest

REMEMBER: In the *Lifestyle Grid*, do not focus just on what color you are, but also on the movement between:






The Goals (asterisk) and the Usual style (diamond)



The Usual style (diamond) and the Underlying Needs (circle)



Lifestyle Grid: When answering these questions with each other, remember to look at the location of each figure on the Lifestyle Grid and relate the qualities that would result from that location (task or people focus, direct or indirect)? Use the Grid details from pages 12 - 13.

1. **ASTERISK:** What you really want to see happen through all your efforts?
2. **DIAMOND:** What is your Usual and most effective style of operating/  to produce your desired results?
What kind of movement takes place from the * to the  ?
3. **CIRCLE:** What do you need from others in order to successfully operate in your usual style?
How is your Need/  different from your Usual or effective style/  ?
4. **SQUARE:** When your Needs are not met, what Stress style/  do you show to others?

Areas of Interest:

1. What are your top four **Areas of Interest**? Give one example of how you see yourself living out each of these four interests.
2. Are there any of the top four **Areas of Interest** that you are not presently involved with? If so, is that an area of frustration and what could be done about this?

- Resources: Chapters Five and Six of *True Colors* by Roger Birkman

Get a Grip #3: How do you serve powerfully? Through your Spiritual Gifts

*When I went to Kazakhstan for the first time, while talking about Spiritual Gifts I discovered that the Kazaks have 20 words for sheep but not one word for the concept of “super-natural.” SO, I had to figure out a way to talk about the nature of Spiritual Gifts – and here is the idea I began to develop: Spiritual Gifts are where God is **powerful** in you! That concept has revolutionized the way that I talk about Spiritual Gifts. It is not where you are good at something, but rather where you are powerful in the Spirit. It is not your natural skills or strength but rather the dynamic power of God at work in and out from you.*

Paul Ford

Exercise One: The Importance of Spiritual Gifting (10 minutes)

Share a quote from a well known Christian leader (see samples below) about the importance of spiritual gifting and empowerment:

- **Dr. Dallas Willard:**
- **Rev. David Mains:** “We believe the Holy Spirit to be perfectly adept at distributing gifts properly among the people of the congregation, and the important areas of ministry are automatically taken care of through His divine foresight...It is by means of these gifts of the Holy Spirit that God speaks to and through the local church.” (Full Circle, p.64, 65)
- **Dr. Ray Stedman:** “The church is primarily and fundamentally a body designed to express through each individual member the life of an indwelling Lord and is equipped by the Holy Spirit with gifts designed to express that life.” (Body Life, p.51).
- “In all the world there is no experience more satisfying and fulfilling than to realize that you have been the instrument of the divine working in the lives of others. Such an experience awaits any true Christian who is willing to give time and thought to the discovery and understanding of his pattern of gifts...” (Body Life, p.52).
- **Dr. Howard Snyder:** “In Ephesians Spiritual Gifts form the connecting link between Paul’s statement of God’s cosmic plan for the Church and his description of normal local church life. It is principally through the exercise of spiritual gift that the individual accomplishes those good works which make up God’s cosmic plan.” (Community, p.77).
- **Rev. Steve Weldon:** “If we are ever to become the dynamic, Kingdom-bringing, Body of Christ that our Heavenly Father intends and desires for us to be, individual believers must discover their identity in Christ and the Spiritual Gifts he gives to make them the servant-stewards he intended them to be.”
- *Invite participants:* Tell us about a time when God empowered you to do something beyond your natural wiring and ability. In the movie “*Chariots of Fire*,” for example, Scottish Olympian Eric Liddel says to his sister Jennie: “God made me fast, and when I run, I feel His pleasure.”
- When do you feel God’s pleasure?

Group Sharing: Give five quick words to describe your experience. (5 min)

- Reflect on the stories we just shared. What were some of the common themes? How did you know that things were more than just natural...what was supernatural about them?

We started our process of sober estimation by looking at the natural part of who you are, using the *Birkman Lifestyle Grid* and the **Areas of Interests**. Now we move to that supernatural part of you, empowered by the Holy Spirit from your conversion. That is to say, out from the natural part of you rises up the power of the Holy Spirit through your Spiritual Gifts. How can I be a good steward of this powerful part of me?

1. The Stewardship of God's Power through me (15 min)

- 1.1. Christians who are good stewards lead or serve most powerfully through their *Spiritual Gifts*.
- **The Kazak Principle (your personal example)**
 - There are many things that you do well, but only two or three where you function powerfully on a consistent basis.
 - Note Colossians 1:29, Ephesians 3:7, 2 Corinthians 4:7
 - The Western seminar mentality of strengthening your weaknesses
 - Where are you powerful, where are you weak, and which seminar can you go to so as to strengthen (or cover) your weaknesses?
 - The Body Life Questions: Where are you powerful? Where are you weak? And, who do you need?
- 1.2. What does it mean to be a **good steward** of my Spiritual Gifts, God's power, energized by the Holy Spirit in me? **The 65-35 Principle** (1 Peter 4:10)
- Spend **65%** of your time in your gifts and ministry burden/passion.
 - Spend **35%** in Christian roles – where you are NOT powerful
 - Personal example: a place where I can began to say “no” to the 35?
- Continuing to live outside of this ratio is to be a poor steward or to sin!
- 1.3. **Body Life issues** at stake: power, fruit and joy
- Intentional stewardship of your Gifts releases more of God's power in your ministry, NO question.
 - If I act like the body part in the Body of Christ that I was designed as, I will bear body life fruit. If you want fruit, BE who you are.
 - You will experience JOY....joy is the root word for Spiritual Gift in Greek language (“*char*” & “*charisma*”). Both reveal God's grace (“*charis*”). **John Wimber called these “grace-lets” we wear from God.**
- Body Life is experienced as the parts live out their functions. But you need 100% live bodies!

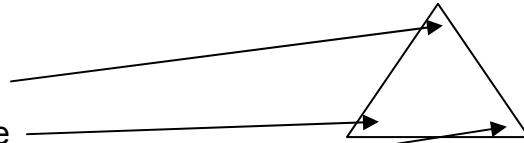
Activity TWO: Overviewing the Gifts Triangle (5 minutes)

We will be looking at your Spiritual Gifts from three completely different angles, for the purposes of helping you go deeper in making a sober estimate of your Spiritual Gifts. Take a quick look at those three categories before we move to the first of those three angles.

2. Overview of the Gifts Triangle: Spiritual Gifts, Team Styles and Primary Functions of Equipping

Your Leadership Grip workbook:

- Your Spiritual Gifts in gifts language
- Your Spiritual Gifts in team language
- Your Spiritual Gifts in equipping language



Critical Insight #3: You have Equipping Gifts, Supporting Gifts or a Combo that God has designed for you to fulfill a unique role in your team and community of faith.

Activity Three: Overview of Spiritual Gifts Discovery (15 minutes)

Now then, how are you powerful? What are the ways in which the Holy Spirit rises up powerfully through your Spiritual Gifts? Let's look at HOW your gifts function.

3. The First Angle: Understanding my Spiritual Gifts – 1 Peter 4:11

3.1. Equipping Spiritual Gifts

pastor....leadership....evangelism....teaching....wisdom....exhortation.... faith....

Some would include: prophecy.....knowledge

- These gifts are more *verbal* in function.
- Is the power in my words or my actions?
- Equip or lead others powerfully in two ways:
 - **Upfront**
 - **Alongside**
 - Which style is more important in the Kingdom?
 - It is NOT about where you are standing, but rather HOW God's power works through your Spiritual Gifts!
- **The ministry of equippers** ("katartidzo" in Ephesians 4:12) ?
 - NOT to do all the ministry, but rather to equip and release others to play their God-designed parts.
 - The leadership problem in Western Christianity....it's more about leading than equipping.

3.2. **Supporting Spiritual Gifts**

helps...service...mercy...administration...giving

- These gifts are more *action-oriented*
- Is the power in the words or the actions?
- These gifts lead most effectively from the front or alongside...
WAIT!!! By God's design, supporting gifted people do not lead powerfully.
God did this on purpose!

3.3 Assessments: ***Heights Gift Questionnaire*** and the ***Here's What I Think of You Summary***

3.4 **Three Essential Insights about Equipping and Supporting Gifts**

- How do we actively watch people if we do not know their gifts?
Watch for power in their words (equipping gifts) or their actions (supporting gifts)
- Supporters must be freed to support and not lead!
We must be careful NOT to equate faithfulness with leadership. People with all supporting gifts are faithful, but NOT empowered by God to lead or equip others. Some ministries actually WATCH for those who serve the most, and then invite them out to be leaders. This is a huge mistake if such people's gifts are all supporting gifts.
- What if a person has a combination of equipping and supporting gifts?
Be aware of the tendency to hold on to ministry functions and NOT release to others. If an equipping-supporting combo gifted person does not share ministry – by holding on to various ministry functions, body life is stifled and the equipping/releasing process is stalled.

Practice Exercise: Interpreting Sample Gifts Triangles: (25")

Preparation: Have participants remove the sample Gift Triangle Exercise in Appendix 2, page 50.

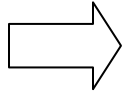
Practice on Gifts Triangles with a participant case study or Biblical examples:

- ***Spiritual Gifts***—Refer to the sample *Gifts Triangles listing three gifts*. Please read alone (for 5-7 minutes) from your YLG booklet to refresh your memory about Spiritual Gifts.
- ***As a group or in pairs:*** Process what liabilities you might see in the person represented in triangle A; then talk about the person in triangle B. How will they impact others?
- ***Are they Equipping or Supporting or Combination? (Do this twice).***

Activity Four: Sharing Your Spiritual Gifts (50 minutes)

We will now break into pairs - with someone in the room you do not know well. Each of you has 25 minutes to talk exclusively about what Spiritual Gifts you believe that you have. One of you will spend the first 25 minutes sharing what you believe to be your Spiritual Gifts and WHY. The other person will be the "sober estimator." Their job is to listen critically and ask questions about your gifts to help you discover more clearly just what gifts you have and in what order of strength. Then reverse roles for the same amount of time. "Coaching 3.1" will provide a helpful guide for those who care to use it, with special attention given to #2 and #4.

Coaching #3



Confirming Your Spiritual Gifts

1. Using information and insight gained from all three parts of the gifts process (pp. 13, 15-16) in *Your Leadership Grip*, what probable gift combination do you have (top 3 or 4 gifts)? Some samples:
 - pastor-teacher – gift combination modeled in Ephesians 4:11
 - evangelist-apostle-teacher – the Apostle Paul's gift combo (1 Tim. 2:7)
2. People tend to understand their Spiritual Gifts most clearly through their gift liabilities. On pp 17-22 from *Your Leadership Grip*, determine whether or not the gift liabilities for each of your Spiritual Gifts fit you. Reminder: a gift liability is when you try to exercise a gift through your own strength instead of the Holy Spirit's power.
3. Most of us have gift combinations that blend together in unique ways. Because of this, learn to ask yourself and others the following questions:
 - With what gifts do you lead powerfully? The leadership gift or a combination of other gifts ...pastoring and administration, or exhortation and administration, or evangelism and administration, etc.? (Note: what would be missing is the supernatural ability to originate vision.)
 - With what gifts do you teach powerfully? The teaching gift or a combination of two other gifts that cause you to teach powerfully...exhortation and leadership, prophecy and leadership, exhortation and prophecy, exhortation and wisdom, etc?
 - With what gifts do you preach powerfully? The prophecy gift or ...teaching and leadership, or exhortation and teaching, or evangelism and exhortation, or wisdom and leadership, etc?
 - With what gifts do you pastor powerfully? The pastoring gift or a combination of exhortation and mercy, leadership and mercy, etc?
4. In the feedback that you have received from others, how many circles are on the top half (equipping gifts) and how many circles are on the bottom half (supporting gifts)?
Does the top/bottom balance of circles reflect the same balance of your top four selected Spiritual Gifts? If not, you may have a misperception of your gifts. Make a sober estimate!
 - **All equipping gifts** – designed exclusively to powerfully equip and release others to play their God-designed parts
 - **All supporting gifts** – designed exclusively to powerfully serve and support others
 - **Combination** of equipping and supporting gifts – designed with a combination that both equips and releases others, but also is able to serve and support others

3.4 Three Essential Insights about Equipping and Supporting Gifts

❓ How do we reach people if we do not know their gifts?

Watch for power in their words (equipping gifts) or their actions (supporting gifts)

❓ Supporters must be freed to support and not lead!

We must be careful NOT to equate faithfulness with leadership. People with all supporting gifts are faithful but NOT empowered by God to lead or equip others.

❓ What if a person has a combination of equipping and supporting gifts?

Be aware of the tendency to hold on to ministry functions and NOT release to others. If an equipping-supporting combo gifted person does not share ministry by holding on to various ministry functions, body life is stalled and the equipping/releasing process is stalled.

Activity FIVE: Group Sharing (10")

Use this closing time for group interaction. Allow people the opportunity to respond in the whole group, about one or both of the following two questions. Share both questions and open it up for sharing. People will be highly motivated to share because of what they have just experienced.

1. What did you find helpful about the actual PROCESS of sober estimation through which you have just gone?
2. What is one thing your partner did to help you go deeper in understanding how you are gifted?

Get a Grip #4: How does your Spiritual Gifts Combo function in a team setting? (60 min)

God prepared the individual Christian to discover his or her ministry identity in the context of Spiritual Gifts community—the context of relationships.

Paul Ford, *The Seven Principles for Mobilizing Spiritual Gifts*, p 63.



Exercise One: Picture This: Depicting God's shaping: (10 minutes)

- Preparation:** Bring whatever material or object is needed for the learning activity you select.
- Select **one** of the following activities to help people visualize **the impact of God's empowerment** shaped through your combination of gifts. (Activities are listed in order of ease of direction. NOTE: Don't get carried away with the activity itself; keep it focused on helping participants visualize the impact of understanding their supernatural Spiritual Gifting!)
 - **Picture the power:** Draw a picture of what happens when natural becomes energized by the supernatural.
 - **Object Lesson:** Use an object that illustrates what happens when powered—flashlight, lapel mic, lava lamp, fiber optic tree, candle. What made the difference? >>It had to be turned on or plugged into the power. Something ordinary, when Him-powered is useful and can be used for extraordinary purposes.
 - **Clay modeling:** Give participants some **clay**: Mold what happens when God shows up in a person's life.

Debrief the exercise very briefly with the following questions:

1. Make several observations about God's empowerment.
2. What do we learn about the nature of God's empowerment or of how God shapes us through Gifts?
3. Is the grace of God in you?
 - **Hal Burke:** Grace – the empowering presence of Holy Spirit enabling me to:
 - a. BE who God created me to BE, and
 - b. DO what God has called me to DO.

The second angle gives language for how your combination of Spiritual Gifts works in a team setting. That is, when the individual functions with his/her gifts in a team setting, what words describe that combo of gifts? We actually give you a new word to describe what happens when your gifts combine to form your team style! (10 min)

1. The Second Angle: How do “I” look in a “we” setting? = Team Styles

1.1. **Team Styles** reflect our spiritual gift combinations:

- 1 Peter 4:10-11, Ephesians 4:11, and 2 Timothy 1:11/ 1 Tim. 2:7 model that we can have one, two or three Spiritual Gifts
- We recommend Christians consider up to four gifts, but no more...

Critical Insight #4: “Gift Mooshing” is the melding together of your Spiritual Gift combination.

1.2. How do my gifts function when they are all mixed together?

- U.S. western, critical thinking – hard to understand MOOSHING the Gifts together, which makes each of us extremely unique in the Spirit. It’s like a recipe: a unique combination of key, powerful ingredients.
- Sample: “I am not an exhorter and leader and prophet...no, I am an exhorter-leader-prophet! I do not have three separate gifts, but rather a mooshing of Gifts that makes me powerfully unique in my service.”
- E.g.: Hal: “I am a pastoring-teaching exhorter.”

1.3. **Assessment: The *Team Style Questionnaire*** gives us language to understand our gift mixes in a team or group setting. Consider these four gift combinations:

- **Let me help you** – desires to come alongside
- **Let’s go!** – desires to lead people somewhere
- **Let’s be careful** – desires to do things correctly
- **Let’s stay together** – unity is issue one, with sensitivity close behind

Activity TWO: Understanding Your Team Styles (20" for groups of 3; 30" for groups of 4)

The next step is to make a sober estimate of your Spiritual Gifts as understood through your Team Styles. We will do this in groups of three (or four). Please note before we begin that one of the most important parts of this exercise is to give each of you an opportunity to share about your own weaknesses and needs, even as others do the same on this level playing field of sharing.

Trainer note: *the quality of this exercise increases dramatically if you BRIEFLY model answering the questions below, sharing just about your primary Team Style. Make certain that you are very open and honest about your weaknesses and needs (questions 3 and 4).*

Coaching #4.1 Your Team Styles

Here is a series of questions to use in tandem with the Team Style Evaluation on page 25 in *Your Leadership Grip*, which has been included on the next page for easy reference.

- 1 What is your primary Team Style (left column), and are you more powerful up-front or alongside in the way you train or support others? What is your Secondary Team Style? (most of us are a combination of two)
- 2 What Spiritual Gifts are confirmed in those Team Styles? (middle column)
- 3 What liabilities do you "bring to the table"? (right column)
- 4 What other Team Styles do you need to make you stronger?
- 5 Which Team Style threatens you the most (most commonly your lowest *Team Style* because they have what you do not have, OR your highest *Team Style* because they are a threat...too much like you!)?
- 6 Using pages 26-27, YLG, share which categories fit you the best in several of the Team Issues listed.
7. The *Team Style Questionnaire* gives us a chance to identify two other key areas that are strategically important to Christian body life:
 - What weaknesses or liabilities do you bring to your team?
 - Who do you need? What other styles do you need to make you stronger and the group more powerful?

God has designed every believer with powerful strengths – Spiritual Gifts – and also with inherent weaknesses. Why? So that we will need each other!

Understanding Your Team Style

The following chart is similar to the “Team Style Evaluation” on page 25 of *Your Leadership Grip*. It is included here to help you see which potential Spiritual Gifts most often relate to each Team Style, and to reference the potential liabilities.

<u>Team Styles</u>	<u>Potential Spiritual Gifts</u>	<u>Potential Liabilities</u>
<p>1. Let Me Help You: Defers to others freely, does not have to take charge, wants to serve others. Generally leads from alongside.</p> <p><i>What other styles do you need most? 2, 3, 4</i></p>	<p>Pastoring Helps Service Mercy Hospitality Exhortation</p>	<ul style="list-style-type: none"> ▪ Not directive enough at times ▪ Can be too nice: no clear answers emerge ▪ May have a hard time saying “No.”
<p>2. Let’s Go: In charge, a pioneer, always moving the group ahead with new visions and new insights. Leads most effectively from the front or alongside.</p> <p><i>What other styles do you need most? 1, 3, 4</i></p>	<p>Leadership Exhortation Faith Evangelism Prophet</p>	<ul style="list-style-type: none"> ▪ May not listen well ▪ Challenges others inappropriately ▪ Challenges others without all the facts
<p>3. Let’s Be Careful: Insist on in-depth, detail work, must consider all the facts. Leads best from alongside or front.</p> <p><i>What other styles do you need most? 1, 2, 4</i></p>	<p>Administration Knowledge Teaching Wisdom Discernment of spirits</p>	<ul style="list-style-type: none"> ▪ Often critical of others, ideas ▪ Stays too close to outline ▪ Too rigid
<p>4. Let’s Stay Together: Team –oriented, tries to draw the group together and help it stay that way. Leads best from alongside.</p> <p><i>What other styles do you need most? 1, 2, 3</i></p>	<p>Pastoring Exhortation Wisdom Mercy</p>	<ul style="list-style-type: none"> ▪ Fearful of making decisions for the group ▪ Too careful of being firm or rigid ▪ May be afraid to speak out in a group

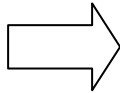
- **Reflect on the descriptions and do not be driven by your scores alone.**

Activity Three: Understanding Where You are Most Powerful (20" for groups of 3; 30" for groups of 4)

The next and related step is to make a sober estimate of your Spiritual Gifts as understood through your Equipping Styles. Again, we will do this in groups of three (or four). Please note before we begin that one of the most important parts of this exercise is to give each of you an opportunity to share what you are learning about your own strengths and weaknesses and needs, even as others do the same on this level playing field of sharing.

Trainer note: *the quality of this exercise increases dramatically if you BRIEFLY model sharing about where you are most powerful. Make certain that you are very open and honest about how this insight has helped you understand where you are powerful.*

Coaching 4.2



Equipper/Supporter: are you more powerful Upfront or Alongside?

Many people miss the importance of determining whether they are powerful upfront or alongside in using their gift combination mooshed together – that is, their Team Styles.. This is VERY important! There are three general categories of Gift-mooshed people:

- **Upfront Equippers** – equipping Gifts that lead most powerfully from the front
- **Alongside Equippers** – equippers that lead powerfully from alongside
- **Supporters** – Gifts that powerfully support and follow the lead of others

The second category is actually a new one to many in the West – because we place so much importance on upfront, visionary-type leaders. Thus some of you will realize something new and very important. Paul Ford suggests that at least 70-80% of ALL equipping gifted people lead most powerfully from alongside. You may understand and own that you are actually more powerful, energized and even comfortable alongside others in your equipping, encouraging and vision or values sharing!

Supporting-gifted folk, you are FREE to do just that: SUPPORT!!

REMEMBER: it is not about where you stand, but how the power of God works through you...

- [Resources:](#) Read Chapter 8 in *Knocking Over the Leadership Ladder*.

Get a Grip #5: How does your Spiritual Gifts Combo function in Stewardship Language?

(60 min)



In the West, we have often made leadership into a person. Leadership is not a person, but rather a series of functions fulfilled by a group of people. A leader is still needed, because God wants each one of us to learn how to follow Him by practicing submission with leaders whom He places over us. But the tasks of leadership are to be shared by a group of people. Why? Because God designed each of us to be powerful in two or three stewardship functions, and weak and thus needy in the other two or three stewardship functions.

Paul Ford

Exercise One: Agree or Disagree? (10 min)

Read the quote by Paul Ford to the group and allow them to reflect on it momentarily. Begin dialog regarding the Biblical concept of equipping gifts by asking these questions:

- How do you respond to Paul's quote?
- What has influenced the American church toward understanding leadership as an individual task, not a group task?
- Why is it so difficult for Christians in churches to admit weakness or woundedness?

Our third angle portrays what your **Spiritual Gift combinations** look like in equipping language. It gives us one more way to both confirm what gifts we have AND the function of those gifts in tandem. (20")

1. Discerning the Primary Functions of Stewardship: What primary functions are revealed in my "gift mooshing"?

1.1. Purpose and background of this assessment

- These are the five essential Biblical leadership/stewardship functions
- "After working with 20,000+ leaders over 20 years, I have never met a leader who is powerful at all five stewardship functions." (Ford)
- Which has been most popular among leaders' self-perception?
 - Visionary Leader – The Christian media has raised it up as most important over the past 20 years.
 - The only common problem found in eight cultures?
 - = problem of authoritarian leadership
- The lowest rated function among leaders – i.e. the weakest area overall? We expected active listener, but it was equipping-releaser.
- Our newest insight that caused name change: supporting gifted people – those designed by God to support and not lead – are often powerful at two of these five functions: values keeper and active listener!

1.2. Two Essential Questions:

- 1) **How are you powerful? Most of us** are usually powerful in two or three of the Primary Functions:
 - Encourager who builds unity in the group (*Team Builder* – Barnabas)
 - Enabling others to lead or serve (*Equipping Release* – Paul)
 - Sharing the vision & seeing how people fit in (*Vision Sharer* – Nehemiah)
 - Accountable checkpoint provider, setting standards (*Values Keeper* – Luke)
 - *Active Listener* who hears the hearts, minds and visions of others (John)

- 2) **Who do you need?** Each of us ALSO have intrinsic weaknesses, by God's body life design, so that every leader – every Christian – will automatically need other believers!
 - I need you and you need me, so that together we can more fully be the more complete and more powerful body of Christ in the world
 - **The Korean principle:** a key to releasing Korean pastors to share leadership with others is this very principle: [E.g.: Paul Ford example](#)
 - Each of us has powerful strengths AND intrinsic weakness... ..so that we will automatically realize our need for others in the body.
 - Primary Functions of Stewardship & Spiritual Gifts: Which Spiritual Gifts fit which Stewardship Functions?

Critical Insight #5.1: Team Styles and Primary Functions focus on body life rather than individual assessing. That helps each one of us discern how we fit into the body, rather than simply evaluating our individual strengths. It also forces us to think about our gifts in three sets of descriptive language: Gifts language, Team language and Stewardship language.

Activity TWO: How do your Primary Stewardship Functions fit with your Gifts? (15 min)

Take ten minutes of quiet now to soberly estimate how your Primary Functions relate to the Spiritual Gifts you listed earlier as your top four. Use the chart that follows: "Gift Mooshing for Primary Functions of Equipping." Do your gifts fall in the same categories as your top two or three Primary Functions? Why or why not?

If you look at the "Potential Spiritual Gifts" related to each of the Team Styles (*Your Leadership Grip*, p 25), you get the idea of what we are doing. If you have one or more Gifts listed as potential for any of the five primary functions, you likely are powerful in that stewardship function.

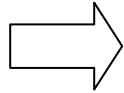
Gift Mooshing for Primary Functions of Stewardship

Primary Stewardship Function	Potential Spiritual Gifts
Values Keeper	administration teaching wisdom/word of wisdom prophet discernment of spirits
Team Builder	pastoring exhorting leading supporting gift: mercy
Active Listener	pastoring wisdom exhorting supporting gifts: helps, mercy discernment of spirits
Vision Sharer	leading prophet evangelist exhorting teaching
Equipping Releaser	All equipping gifts: exhorter, evangelist leading pastoring prophet teaching wisdom/word of wisdom knowledge/word of knowledge

Activity THREE: Understanding the Primary Functions of Stewardship (15 min)

This exercise reminds us of two critical body life team questions: Where are you powerful? and Who do you need? Be reminded again that God has designed us with powerful strengths -- our "gift-mooshing" -- but also with intrinsic weaknesses, so that we might need others.

Coaching #5



Primary Functions of Stewardship: Leading or Serving through your Spiritual Gifts

1. What Primary Stewardship Functions do your gifts reveal?
 - Accountable checkpoint provider...**Values Keeper**
 - Unity building encourager...**Team Builder**
 - Watchful of what God has already prepared...**Active Listener**
 - Visionary leadership...**Vision Sharer**
 - Enabling and freeing new players...**Equipping Releaser**

2. Which two or three styles are your weakest? i.e. which styles do you need to fill out your weak areas?
 - Accountable checkpoint provider...**Values Keeper**
 - Unity building encourager...**Team Builder**
 - Watchful of what God has already prepared...**Active Listener**
 - Visionary leadership...**Vision Sharer**
 - Enabling and freeing new players...**Equipping Releaser**

3. What happens when you combine those Team Styles and Primary Stewardship Functions?

See the exercise on the next page to discern more clearly how you function as an "Equipping Releaser."

Assessment: How do you function as an Equipping Releaser?

...Combining the *Primary Functions of Stewardship* (P.F.S.) & *Team Styles* (T.S.)

Activity Four: Team Styles & Primary Stewardship Functions (10 minutes)

Select one of the learning activities below that you think will work best with your group:

Biblical Example: Pick a passage where you can identify PSF's. Consider, for example, Acts 15, or Nehemiah 2-4, etc. Take five minutes to describe where you see the equipping function and its impact in that situation.

Analyze A Planning Retreat: Imagine yourselves as a Church Leadership Committee on a weekend retreat to plan ministry for next year. How would a team with these five functions act at a retreat to plan ministry goals for the coming year? How would each of the five PSF's function? Be prepared to return with a brief report on each individual in your group.

Object Lesson: As each person brings an object to the meeting that illustrates their PSF, what would they bring?

(NOTE: Use this exercise ONLY if you have time.) Are you more knowledge-or task-focused, relationship-focused, or a combination? This simple exercise will surprise you with what for many of you will be a new insight about how your gifts function as others see you!

- Circle your top two Primary Functions, excluding the "Equipping Releaser" if it is one of the top two.
- Circle your top two Team Styles.

☒ ...the top four you have circled reveal your "**Equipping Releaser**" Style...

KNOWLEDGE FOCUS

Content-Driven, sometimes Task-Driven
Likely to train first or teach content

- Vision Sharer (P.F.S.)
- Values Keeper (P.F.S.)
- Let's go! (T.S.)
- Let's be careful (T.S.)

RELATIONSHIP FOCUS



People-Driven
Likely to invest first

- Team Builder (P.F.S.)
- Active Listener (P.F.S.)
- Let me help you (T.S.)
- Let's stay together (T.S.)

Discuss: What is the balance in your Equipping style between Knowledge and Relationship?

Critical Insight #5.2: There is a distinct bias to my Stewardship style. i.e. Am I knowledge/training, relational, or a combination? (E.g.: "CRM is a training-biased relational ministry.") Many leaders think they are relationally sensitive when they are actually more training-focused.

Debrief Question: So, what questions do you have with the "Equipping Releaser" Style this assessment identifies?

Get a Grip #6: Checking Congruity: Searching for Integrity of the Corners & the Dotted Diamond

(60 min)

Exercise One: Who is a Biblical hero for you? (10 minutes)

- Describe the natural/supernatural (ordinary/extraordinary) qualities of your favorite Biblical character that makes them a hero for you?
- How do you relate to them?

Reflect/Debrief: How are you like your Biblical hero in personality and gifts?

Picture This: Heroes in film clips: (7 min)

Select one movie clip where the hero in the story suddenly emerges with supernatural strength. Consider the following examples:

- “*Superman*” where he comes out of the phone booth, changing from Clark Kent to Superman.
- “*Spiderman*” where he emerges in costume with his powers in effect.
- “*Prince of Egypt*” where Moses emerges from the burning bush experience.
- ? *Discuss briefly:* Why do we like seeing the transformation take place before our eyes?
 - What do we miss in the actual depiction?

What happens when you have three sets of words that all reflect your Spiritual Gifts, the power with which the Holy Spirit has energized you? You have a great opportunity to come to a much deeper understanding of just exactly how you are gifted. (5”)

1. The Spiritual Gifts Triangle: Examining your Spiritual Gifts from three different Angles (Corners)

- 1.1. *Spiritual Gifts* in equipping and supporting gift language
- 1.2. *Team Styles*: your gift mooshing in team or “we” language
- 1.3. *Primary Functions of Stewardship*: your gift mooshing in serving, leading or equipping language

Critical Insight #6.1: The inherent “Integrity of the Corners” enables me to make sense of my gifts from three distinctive vantage points: Gifts, Team Styles and Primary Functions.

Activity TWO: Exploring the “Integrity of the Corners” (10 min)

Now we come to the heart of our sober estimation process. All three of the corners of the Gifts Triangle reflect your Spiritual Gifts in different language. Because of this, the three corners should show agreement in the results of the assessments. It is now your chance to practice what we call the "integrity of the corners."

2. Exploring the “Integrity of the Corners”

- 2.1. Rationale: if the three corners all reflect your Spiritual Gifts, then there must be some consistency from corner to corner.
- 2.2. Working out the Integrity of the Corners, angle by angle:
 - How do my Spiritual Gifts mirror my Team Styles? Is there agreement?
 - How do my Team Styles parallel my Equipping Functions?
 - How do my Equipping Functions reflect my Spiritual Gifts?
- 2.3. If one of the corners does not seem to fit with the others, there may be gift projection going on or a lack of clarity in who you are.

Activity THREE: The Integrity of the Corners (15 min)

You now have heard the background to this process we call the "integrity of the corners." It is time to compare and contrast your results in each of the three corners and see if there is correlation between your Spiritual Gifts, Team Styles, and Primary Functions. Get into the same pairs and do the coaching exercise below.

Coaching #6.1: The Integrity of the Corners:

1. Compare your **Spiritual Gifts** with your **Team Styles** – top and right corners
 - Compare your Team Styles with your Spiritual Gifts as found in *Your Leadership Grip* page 25 (page 22 in this outline), second column, "Your Potential Gifts."
 - Which of your top four Gifts fit in your top two Team Styles?
 - If they do not fit –or if several Gifts fit in another Team Style, do you need to consider an adjustment or change in your Primary or Secondary Team Style?

2. Compare **Team Styles** with **Primary Functions of Stewardship**:

How do your top two Team Styles correspond with your top two or three Primary Functions of Stewardship?

Team Styles	Primary Functions of Stewardship
▪ Let's be careful	compares to Values Keeper
▪ Let me help you	Active Listener &/or Equipping Releaser
▪ Let's go!	Vision Sharer
▪ Let's stay together	Team Builder &/or Active Listener
▪ If your two sets do not match up exactly, it may be because of your set of Spiritual Gifts and how they interact or "moosh." How do you explain that your Team Styles and Primary Functions fit you?	

3. How do your **Primary Functions** fit with your **Spiritual Gifts**? (In *Get a Grip #5*, see the "gift mooshing" page that shows the Primary Functions and the Spiritual Gifts that relate to each.)
4. In Summary how do **your Spiritual Gifts** fit with your **Team Styles**, and your **Team Styles** with your **Primary Stewardship Functions**?
That is, what do you learn about how God powerfully works through you after considering the three angles of your Spiritual Gifts in combination?
 - **Resources:** Chapter Eight in *Knocking Over the Leadership Ladder*

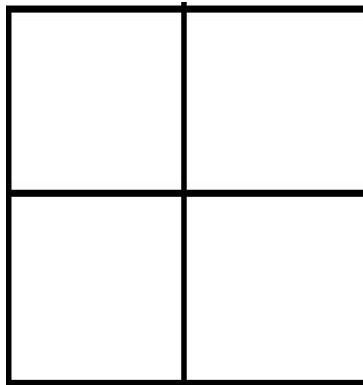
Critical Insight #6.2: Your Spiritual Gifts dynamically affect your Personality. (Triangle Angle #1 and Birkman LifeStyle Grid)

Now that you have a solid foundation for confirming your top four gifts, we have one more important step to take.

Did you know that, in the power of the Holy Spirit, your Spiritual Gifts actually change your personality? Now, using the diamond from the *Lifestyle Grid*, that which portrays your Usual or effective style in your personality behavioral style, we can project what happens when you use your Spiritual Gifts -- that is, when the power of the Spirit rises up within you. We call it the "Dotted Diamond." (10")

3. Understanding the "Dotted Diamond":

- 3.1. The "Dotted Diamond" is the shift in your Usual Style to a possible new location, caused by the power or under the influence of the Holy Spirit.
- 3.2. It reveals how your Spiritual Gifts can change the nature of your behavior in the power of the Spirit.
- 3.3. On the grid below, place your **diamond** where it is on the Lifestyle Grid:



- 3.4. When using your gifts in the power of the Spirit, what happens?

Draw a line with pencil in the direction you think it moves, and how far it moves.

Discuss the movement and direction with your partner, using the Coaching #6.2 as your guide for doing so. Make special note of the chart on page 32 to gain insight as to how your diamond might move, given the "gifts mooshing" you have. Note that the movement of your dotted diamond may not be to just one point. It may be a range because of your gift combination.

Activity FOUR: Discovering Your “Dotted Diamond” (20 min)

Coaching #6.2: Discovering Your “Dotted Diamond”

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

The “**Dotted Diamond**” is the shift in your Usual Style – your diamond – on the Lifestyle Grid 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 understand certain Christians 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 adding in 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 in his “Usual style” empowered by his Spiritual Gifts. Many a person’s usual behavior, in reality, shifts to a new, different position on the grid, depending on the nature of the “power” and function of one’s spiritual gifting.
2. In this training group, if time allows – or later with group of people who know each other well and have observed each other many times in active service, 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. Consider the KEY below for the “dotted diamond” movement up or down, left or right, on the Lifestyle Grid:

- Equipping gifts usually cause an upward move toward direct communication.
 - Equipping gifts, if they are action-oriented (i.e. exhortation, prophecy), may cause a left or task movement.
 - Supporting gifts usually cause a right to left movement (i.e. toward task or action); the exception would be helps, because of focus on people;
 - Supporting gifts may ALSO cause a downward movement (action can be non-directive/non-verbal in focus (i.e. administration, service, giving).
3. When the group returns from the time of reflection, have one person share how he or she see his diamond moving because of his Spiritual Gifts. Then allow time for others to respond, making observations about how they’ve seen the person’s gifts influence their personality. A sample question: When using your gifts, are you more concerned about the task or the people?

- [Resources](#): Read Chapter 6 in *Knocking Over the Leadership Ladder*.

Dotted Diamond Movement Based on Spiritual Gifts

The arc indicates the general direction in which the diamond will move. However, remember the ultimate range and movement is based on the perceived intensity of the gifting and the “gift-mooshing” principle.

<i>Gift</i>	<i>Range of Movement</i>
Supporting Gifts	
Administration	
Giving	
Helps	
Mercy	
Service	
Equipping Gifts	
Exhortation	
Evangelism	
Faith	Extends others
Leadership	
Pastoring	
Prophet	
Teaching	
Wisdom/Word of Wisdom	
Word of Knowledge	
Discernment	No affect

Activity FIVE: Journal (15 minutes)

Journal on your Insight Sheet about the “integrity of your corners” as you do a sober estimate.

Get a Grip #7: Birkman Organizational Focus & Intellectual Styles: Team Issues

(90 min)

Exercise One: Colorful Songs (10 minutes)

Name as many songs with colors in the title as you can. (E.g.: *Love is Blue*; *Tie a Yellow Ribbon*; *Red is the Color of My True Love's Hair*; *The Green, Green Grass of Home*; etc.)

- What do the colors suggest?
- What might be the purpose for using colors in depicting your Organizational Focus?

We now add two more pieces to the understanding of your baseline personality, using the *Organizational Focus* and *Intellectual Styles* Birkman reports. These two offer special value for seeing your natural self clearly in a team context.

1. Birkman Organizational Focus Colors

What main contribution do you bring to your team or organization?

1.1. Your colors define:

- The *distinctive strengths* you bring to a team
- The ways in which you are likely to *best contribute* to your group

1.2. Order and length of the bars – reading the results

- Longest bar on the bottom is the strongest (i.e. foundational)
- Length of individual bars shows comparative strength of each
- Read the *Foundational Colors* three page overview for more insights

1.3. Time orientations of the Organizational Focus Colors:

Red – Get it done
-Now oriented
-Technical

Yellow – Do it right
-Past-oriented
-Administration/
fiscal

Green – Talk about it
-Now-oriented
-Marketing

Blue – Think and Plan it
-Future-oriented
-Creative planning/design

1.4. What value does each color bring to its group or organization?

Red – Get it done...

- Focuses on operations and procedures
- Values tactical, short-term goals
- Takes action on objectives
- Communicates openly and clearly
- Produces tangible products
- Makes decisions quickly

Green – Talk about it...

- Focuses on getting others to buy in
- Values influencing or “closing the deal”
- Influences and motivates others on team and beyond
- Seeks recognition
- Verbally supports (and sometimes manages) change
- Outgoing and enthusiastic

Blue – Think and Plan it...

- Focuses on strategy and innovation
- Values (and generates) ideas and concepts, reflection before action
- Engages in research and development
- Portrays sensitivity and creativity
- Operates with idealistic outlook
- Values the welfare of other team members

Yellow – Do it right...

- Focuses on organizational process and systems
- Values accuracy and details
- Analyzes data thoroughly
- Follows the rules and procedures when acting on objectives
- Appreciates stability in environment
- Cautious and consistent

Activity TWO: Interpreting Organizational Focus Colors (15 minutes)

Interpreting Organizational Focus Colors

Decide whether you have time to use one or both of the following Example exercises. Select the one you think would be most interesting to your audience.

>>Let's try applying these Organizational Focus insights to an organizational setting:

Example 1: Small Group Ministry planning—Brainstorm 10-15 things that need to be done to launch a Small Group Ministry in your church. Now, assign a primary color to each task [e.g.: *recruit small group leaders (G), develop curriculum (B), attendance procedures and scheduling (Y) and expediting outreach events (R)*].

Capture contributions on a flip-chart as responses and rankings are given.

Mini-Debrief: *Briefly discuss the following question(s):*

- What organizational functions are indispensable for this complicated an event?
- What organizational colors tend to get overlooked in planning this kind of event?

Example 2: Starting a business. What are some things that need to be done in starting up a new business? Assign colors to each task. (i.e. *design a logo (B), a marketing strategy (G), budget and procedures (S) and a project management timetable (R)*).

Capture contributions on a flip-chart as responses and rankings are given.

Mini-Debrief:

- What organizational functions are indispensable for this complicated an event?
- What organizational colors tend to get overlooked in planning this kind of event?
- What fresh insights did you gain about Organizational Focus Colors through this/these simple planning exercises?

Activity THREE: Understanding Intellectual Styles (15 minutes)

Over the past five years, we have learned a strategic insight about team relationships: how people process information is one MAJOR source of potential conflict among team members! You will understand this more clearly as we walk through the *Intellectual Styles* report. This is a simple report with profound implications!

2. Intellectual Styles: A MAJOR Team Insight

Teams can have tremendous friction among team members if they do not understand how each person processes information. Thus, making a sober estimate here is very important as you seek to understand team members' similarities and differences.

2.1. Public Contact versus Detail

- **Public Contact** – Preference for activities involving:
 - Social contact
 - Organizational interaction
 - Stimulating involvement with the public
 - Face to face interaction as a part of job description

- **Detail:**
 - Concern for the procedural and detailed aspects of work
 - Pre-planned, organized contact with the public
 - Finish details before dealing with people and people issues
 - Free to concentrate on details rather than people

2.2. Global versus Linear

- **Global**
 - Holistic problem solving with relational components
 - Can handle ambiguity and no sequential pattern needed
 - Enjoy planning and strategizing
 - Discuss thoroughly before acting

- **Linear**
 - Logical, sequential analysis and intervention
 - Systematic, not spontaneous, problem solving
 - Comfortable with crisis intervention, handling urgent situations
 - Prefer fixing problems quickly

2.3. Conceptual versus Concrete

- **Conceptual**
 - Comfort with creative and expressive thinking and planning
 - Synthesizing abstract information into fresh insights
 - It is all about ideas
 - Utilizes experience, intuition, and knowledge to find creative solutions

- **Concrete**
 - Approach tasks in a logical, factual way
 - Prefers logical, even numerical analysis and decision-making
 - Emphasizes the concrete, the immediate, and desires results
 - Prefers objective probing in planning and in thinking

? What examples can you give where these two need each other?

Critical Insight #7: Differing intellectual styles is one of the three or four most significant reasons for discord on teams. Understanding your style—person by person on a team—validates the differences and makes the styles complementary rather than competing.

Activity FOUR: Reflect on what you've been discovering (15 minutes)

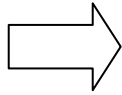
Reflect on what you've been discovering:

Post an "Insight Gleanings" flip-chart page for people to capture their thoughts.

- What are the five best insights you've gained about yourself? About understanding others? Add these to your "Top Ten" list.
- In what arenas of life will you now be better able to understand yourself and others? Why?

Activity FIVE: Organizational Focus Colors and Intellectual Styles (10 min)

Let's take some time to interact about these two important team-affecting reports.

Coaching #7.1**Organizational Focus Colors
& Intellectual Styles**

1. What Organizational Focus Color is your most significant contribution on your team? Which is the second most important?
2. What would your two Organizational Focus Colors together reveal about your greatest strengths that you bring to your team?
3. What is the Intellectual Style that you bring to a team situation? Introduce your own style by referencing all three pairs of results (Public Contact/Detail, etc).
4. Pairing results with one other person's Intellectual Style, compare and contrast how the two of you work together, noting strengths and potential liabilities you may face.
5. What would the implications of having a high conceptual thinker/low public contact as a team leader? What kind of support and help will they need?
6. Now, as you try to put together your results from both of these areas, what are one or two insights that describe you from both the Organizational Focus Colors AND the Intellectual Styles?

Does this change when you add the impact of your Spiritual Gifts?

- **Resources:**

Activity Six: Preparing for Coaching the Grip-Birkman (60 min)

Let's take some time to interact about these two important team-affecting reports.

Coaching #7.2 Preparing for a Coaching Session

Using the full Grip-Birkman Blueprint

Preparation Time (30-60 min)

Take 30-minutes to one hour to review your partner's **Your Leadership Grip's Gifts Triangle** and the Birkman Report. You may find it helpful to use the *Blueprint Prep* page as a one-page summary sheet for your verbal report. This includes everything but the Birkman **Five Component Reports**. The key is to make note of any insights, patterns or questions you want to share during your reporting session.

Pair Coaching (50 min)

Take 25 minutes to give your partner your initial insights and to ask the questions that emerged from your study. Reverse the process

Summary Coaching Tips:

1. Consider the "Integrity of the Corners"—do the Gifts "fit" the Team Styles with the Primary Functions? (Refer to the diagrams in Grip #4 & #5).
 - Do the Gifts "fit" with the suggested Team Styles? If not, dialogue on why not.
 - Does their Team Style "fit" with their Primary Functions?
 - Do their Primary Functions "fit" with their Spiritual Gifts?
2. The "Pull Apart" Principle: Where can you discern clear differences between your Baseline Personality and your Spiritual Gifts, i.e. between the natural skills and the supernatural gifts?
 - E.g.: A person is thought to have a gift of administration when it is really a natural ability depicted by a diamond in the yellow on the Lifestyle Grid.
3. How does your Usual style change when the power of God rises up through your Spiritual Gifts? Discern your Dotted Diamond:
 - In what direction does the Dotted Diamond move and why?
 - How far does the Dotted Diamond move (related to the distance and intensity of the Gift mooshing)?
4. As you read through the Report, you will observe items or dynamics that surprise you or seem out of order to you. Turn your observations into questions to ask them.

Get a Grip #8: Going to New Depth: The Birkman Component Reports

(60 min)

Exercise One: Evaluating Reports (10 min)

Reflect back on the last time you read a report prepared by someone else.

- What do you tend to look for first in a report? Why?
- What part of the report is ultimately most important to you? Why?
- Why do different people tend to look for and appreciate different sections of a report?
- What has been the most helpful part of the Birkman Report to you so far?

Our purpose in this training has been to provide a solid foundation for you to be able to coach others using the three corners of *Your Leadership Grip's* gifts triangle, revealing your powerful spiritual gifts and the so-called *Birkman Foursome*, the four Birkman reports that reveal your baseline personality. We now introduce to you, if only in brief, the rest of the Birkman Method. You will be amazed at the depth before you in the reports yet to be covered. But rest assured that we will not cover this section in depth while you are here in training. The gold to be mined in this section is something that you can do on your own in the days ahead. (20")

1. The Components: the Heart and Soul of the Birkman Method

- 1.1. The **Lifestyle Grid**: the “Baby Birkman” – a simple, summarized version of the eleven Birkman Components
- 1.2. The **Components?** The gold mine of the Birkman Method
- 1.3. Not four or eight categories, but 11 or 22 categories!
- 1.4. Exhaustive depth!

2. Keys to the Components

- 2.1. “The NEED for _____” is the key phrase to understand every component. Based on the “O” (need) of Lifestyle Grid.
- 2.2. Usual (diamond) is visible. Need (circle) is not visible. Stress (square) is visible.
- 2.3. Very high (>90) or very low (<10) USUAL scores are where you may inadvertently stress others.
- 2.4. Very high (>90) or very low (<10) NEED scores are where you are vulnerable to be stressed by others...these are non-negotiable needs.
- 2.5. Gap between USUAL and NEED of 40 point or more...the need is hidden.
- 2.6. “Reversal”—when the stress score is different than the need score. The gap is intensified because both the usual and stress response mask the need.
- 2.7. Key to stress management...be willing to make choices to meet your needs (take responsibility) or willing to share your needs with others so you can serve them more effectively.

2.8. Four possible scores for each component:

<u>Usual</u>	<u>Need</u>	<u>Stress</u>
H	H	H
L	L	L
L	H	H (Dominant pattern)
H	L	H (Reversal)

3. Eight Component Reports – the most Helpful

3.1. ***The Coaching Page*** (1 page)

...a simple summary of who you are and how to work with you...

3.2. ***Profile Summary*** (1 page)

At the top of this page, you see the simplest summary of the components, a set of bar graphs showing usual style on the left and the needs/stress on the right.

IMPORTANT NOTE: This is NOT a good report to start with in understanding the components, but it gives you simple way of viewing the content. Most coaches do NOT use this report to interpret the components – ie no depth.

3.3. ***Needs at a Glance*** (1 page)

This is a one-sentence summary of a person's circle from the Lifestyle Grid, or underlying needs, broken out into each of the eleven Components. A "Dictionary for the Components" second page is included.

3.4. ***The Needs Graph*** (2 pages)

This reports gives you a simple overview of the usual style, underlying needs, and stress response from the eleven components

3.5. ***Strength and Needs Pages*** (13 pages)

Like the Lifestyle Grid, this narrative uses the "Usual or effective style"/ \diamond , "Needs"/ \circ , and "Stress response"/ \square format – this time offering one full page on each of the eleven components.

3.6. ***Strengths and Needs Graph Pages*** (12 pages)

Similar to 2.5, but add graphs....a favorite for more visual people.

3.7. ***Guide Pages*** (5 pages)

Picks five broader categories and walks through the usual, needs and stress

3.8. ***Stress Pages*** (8 pages)

Compares different pairs of the *Components* where stress is may be an issue.

Critical Insight #8: There is gold to be found in the Components, but you must mine it. Reading through a person's report twice will surface 3-5 insights about any individual. Each additional time through will help you uncover additional nuggets.

Activity TWO: Preparation Exercise: Mining the Component Reports (60 min)

Preparation: *Remind participants to bring the Component section of their Birkman Report.*

Take 20 minutes to read through your five component reports, identifying two important insights from each report about yourself.

After 20 minutes, have each person pair off to debrief their findings:

Pair Debrief: From these ten insights, identify the top three you wish you share with your partner. Take 10-12 minutes each to share your top three insights with your partner, and then reverse the sharing.

Note to Facilitators:

Two additional resources have been added after this final Coaching Session. Remind participants that **A Summary of Critical Insights** has been listed on page 48, and that a **Grip-Birkman Glossary** of real and imagined words are defined for them on pages 49-51. Finally, a short list of **Selected Resources** for supplementary reading is given on page 52.

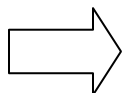
In addition, Appendix 1 **Grip-Birkman Summary** is the template for the group flip-chart exercise described on page 19. Appendix 2, page 49, is the Gifts Triangle Exercise from Grip #3, page 18.

Activity one: Preparing for Coaching the Components Report (110 min)

This exercise is designed to build participants' skill and confidence to Coach a person through their Components report. There are two parts: **Part 1** is a short coaching practice to help participants identify insights from their own Components reports and share them with a partner who coaches them through the report (20" each). **Part 2** gives each participant 25" to read through their partner's Components report to in preparation for a coaching session. Then each person has 30" to coach their partner into discovering further insights from their report.

Participants will have sufficient time to prepare to Coach a partner through a brief overview of the Components report.

Coaching #8



Preparing for a Coaching Session: Mining the Components Report

The Birkman component scores are good indicators of where a person is in terms of Usual behavior, Needs and Stress behavior, in relation to the various facets of their personality make-up as expressed through the components. "The Needs at a Glance" portion of an individual's Birkman Report is an excellent tool that captures the various facets of the 11 components.

Preparation Time-1 (15 min)

- ✓ Take 15" to read through your Component Report, identifying two insights from each of the components about yourself.
- ✓ From these 10 or more insights, identify the top three you wish to share with your partner.
- ✓ Pair off to share your findings...

Pair Coaching (30 min)

- ✓ Each share your top three insights with your partner (15"), and then reverse the sharing. Coach each other.
- ✓ "Gold Coaching"—we coach as we would like others to coach us...according to our style or profile.
- ✓ "Platinum Coaching"—adapting our coaching style to fit the needs of the one we coach.

Preparation Time-2 (20 min)

- ✓ Now take another 20" to review your partner's Components Report, looking for patterns and interpretations to guide your coaching.

Pair Coaching-2 (60 min)

- ✓ Take 30" each to coach your partner into a greater understanding of what their Components mean and suggest.
- ✓ Follow a coaching model; don't digress into a telling mode. Ask good questions. Summarize key insights. Synthesize your key observations at the end.

Coaching #8: Game Plan for a GBB Coaching Session

There is more than one way to coach a person through their Grip-Birkman Blueprint report. Some coaches prefer to start in the natural (their Birkman Blueprint) and then move to the supernatural discussion of Gifts (using Your Leadership Grip findings). Other coaches prefer to start with the Leadership Grip summary (supernatural) and then move into the Birkman report (the natural). Outlines for both approaches are given below for you to consider and adapt. You may want to try it both ways to determine which approach seems to work best for you.

First Approach:

1. **Natural**
 - “Me”— Areas of Interest, Lifestyle Grid
 - “We”— Organizational Colors, Intellectual Styles
2. **Supernatural**
 - Three angles: Where are you powerful? Where are you weak? Who do you need?
3. **Integrated Insights**: Dotted Diamond, other insights, coaching questions, affirmations, action steps, and prayer.

Second Approach:

1. **Supernatural**
 - Three angles: Where are you powerful? Where are you weak? Who do you need?
2. **Natural**
 - “Me”— Lifestyle Grid, Areas of Interest
 - “We”— Organizational Colors, Intellectual Styles
3. **Integrated Insights**: Dotted Diamond, other insights, coaching questions, affirmations, action steps, and prayer.

Summary Coaching Tips:

1. Pray! Ask the Lord for wisdom and revelation to serve the person you coach well. Make sure you have a good setting for your visit—no distractions, etc.
2. Let the report talk to you...note what “rises to the surface” consistently.
3. Make your visit conversational. Let the report speak to both of you... ..let them talk about their insights.
4. Don’t go into deep detail...stick to the main points...this is new to them.
5. Keep your language and attitude positive and supportive. (“You may...you might...be on the lookout for...”)
6. Ask great coaching questions, such as...“How’s that fit for you?” “What’s this look like in your life?” “Give me an example or story of this in your life...” “What are some ways you...” Summarizing what you hear can help clarify things for both of you.
7. After you’ve let the report speak...you’ve let them talk...you’ve asked some good questions to invite further discovery...THEN you can make your observations.
8. The person you coach may want to develop some action steps as they receive new insights...allow them briefly to do that.
9. Finish with affirmations...blessings...prayer.
10. Encourage them to follow up with further reflection and use of the resources we provide.

Coaching Debrief

- Whew!!! How did it go?
- What were your initial emotions?
- What changed and how soon?
- What went well?
- Where did you feel emotion or movement?
- Where did you struggle? Why?
- Where did you receive the most help?
- What did you learn?
- What would do you differently next time?

The Coaching Progression

- ✓ Unconscious and not competent...
- ✓ Conscious but uncomfortable...
- ✓ Conscious and competent...
- ✓ **Supernaturally natural!**

Get a Grip #9: Summary of Critical Insights

Critical Insight #1: Seven Western cultural values critically impact team-building?

Critical Insight #2: Most assessments identify **Usual style** and **Stress style** of behavior. The Birkman Method offers insight into why you move into stress, which no other assessment does.

Critical Insight #3: You have Equipping Gifts, Supporting Gifts or a Combo that God has designed for you to fulfill a unique role in your team and community of faith.

Critical Insight #4: “Gift Mooshing” is the melding together of your Spiritual Gift combination.

Critical Insight #5.1: Team Styles and Primary Functions focus on body life rather than individual assessing. That helps each one of us discern how we fit into the body, rather than simply evaluating our individual strengths. It also forces us to think about our gifts in three sets of descriptive language: Gifts language, Team language and Stewardship language.

Critical Insight #5.2: There is a distinct bias to my Stewardship style. i.e. Am I knowledge/training, relational, or a combination? (E.g.: CRM is a training-biased relational ministry.) Many leaders think they are relationally sensitive when they are actually more training focused.

Critical Insight #6.1: The inherent “Integrity of the Corners” enables me to make sense of my gifts from three distinctive vantage points: Gifts, Team Styles and Primary Functions.

Critical Insight #6.2: Your Spiritual Gifts dynamically affect your Personality. (Triangle Angle #1 and Birkman LifeStyle Grid)

Critical Insight #7: Differing intellectual styles is one of the three or four most significant reasons for discord on teams. Understanding your style—person by person on a team, validates the differences and makes the styles complementary rather than competing.

Critical Insight #8: There is gold to be found in the Components, but you must mine it. Reading through a person’s report several times will surface 3-5 insights about any individual. Each additional time through will help you uncover additional nuggets.

Critical Insight #9: Spiritual Gifts discovery is a relational process that takes place as a person is engaged in Body Life ministry in relationship with others. It must be organic. It is not essentially about study and mental insight. God will never honor a gifts process that does not honor relationships. Therefore, don’t let the information from the Grip-Birkman Blueprint Report get in the way of the personal discovery process. Effective coaching will invite the participant into that natural, developmental discovery process rather than telling them what the report says about them.

Get a Grip #9: Grip-Birkman Glossary

(Go to the Birkman Glossary early in the Birkman Coaches Training Notebook for further elaboration of the Birkman Method terms.)

35/65 Principle—the rule of thumb that maturing Christians should seek to move toward clarity on who they are so as to spend 65% of their time in focused gift ministry, and less than 35% of their ministry time in areas outside of their giftedness set.

Birkman Areas of Interest—four main clusters of kinds activities a person likes (not skill but interest), and what drives and energizes that person; interests represent what you like to do and where you prefer to direct your energies; ten areas that describe the work activities to which one would be attracted.

Birkman Assumptions—the set of assumptions that guided the construction and interpretation of the Birkman Method and its Report. (Paul—this needs to be gleaned from their writings and what you know about them; I'd compare it with the Developmental Assumptions that I will send you in July)

Birkman Foursome—the one-page summary of the Birkman Report depicting the Lifestyle Grid, Areas of Interest, Intellectual Style and Organizational Focus.

Birkman Intellectual Styles—a set of three score pairings that indicate your preferred way to process information, handle relationships and solve problems.

Birkman Lifestyle Grid—a quick snapshot of an individual's interests, behaviors, needs and potential stress described in four-dimensional terms by the appropriate symbol in four color-coded quadrants; a portrait of your personality and behavior style.

Birkman Method—an innovative, internet-based personality assessment tool used by individuals and businesses around the world, it creates a four-dimensional portrait (a human capital spreadsheet) of individuals and team members within organizations by outlining their interests and goals, operating styles, and motivational needs and behavior under stress; The Birkman Method represents four productive styles with four colors. All of which are factors that impact personal and company-wide productivity.

Birkman Relational Components—measure personal strengths and the attributes and relational talents that make you unique; The Birkman Method describes individuals in terms of 11 different behavioral components, each presented in light of three different perspectives—Usual Behavior, Needs and Stress Behavior. Each perspectives sheds light on traits that can and will impact your behavior in relationships.

Developmental Assumptions—the underlying assumptions of a developmental approach to ministry and working with people.

“Dotted Diamond” (pp.37-38) – 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.

Foundational Colors (renamed “Organizational Focus Colors” in June 2006) —compare your attributes to those in four general functioning groups found in every organization; a set of four color bars inverted and stacked so that the longest bar (your “bottom-line” color) was on the bottom and represented a summary of your scores and thus your fundamental filter, focus and approach to the organization. The longest bar represents the base upon which the three other colors were positioned, Birkman titled this group and visual representation as “Foundation Colors.”

Integrity of the Corners (pp. 34-36) –the congruence and “fit” between your Spiritual Gifts, your Team Style and your Primary Equipping Functions as they are lived out in Christian community in the Body of Christ or on a team. The weight of each of the “corners” will determine your exact combination and shape just how you live out who God has made you to be in the Body.

The Kazak Principle (p.18) –the simple principle, first articulated in Kazakhstan—where they have no word for the supernatural, that Spiritual Gifts are where God is powerful in you.

“Gift Mooshing” is the particular combination of Spiritual Gifts (squeezed together) which makes the living out of each person’s gifts so unique.

“oikonomos”— Greek word for “household manager;” a relationship manager in the Body of Christ who stewards relationships and gifts of the members (I Pet 4:10-11; I Pet 2:4-5).

Organizational Focus—a set of four color bars inverted and stacked so that the longest bar (your “bottom-line” color) is on the bottom and represents a summary of your scores and thus your fundamental filter, focus and approach to the organization. The longest bar represents the base upon which the three other colors were positioned, until June ’06 Birkman titled this group and visual representation as “Foundation Colors.” Birkman has shifted the term back to “Organizational Focus.”

Preferred Work Styles—describes how you prefer to contribute to the organization and what you value in a work setting.

Sarcasm—humor at someone else’s expense; a remark or comment with a barb in it, that builds calluses in relationships.

Significance—the human desire to attain personal significance (meaning, purpose and recognition) through one’s life and ministry behaviors; an earned position; the top rung of the “ladder mentality;” especially critical in contemporary Western and North American cultures.

Sober estimation (p. 4) —helping others critically consider (a) how God has wired a person to fit into a particular team or Body of Christ; (b) how God has created them as a leader, how they fit on a ministry team, and who they are in a particular group;.

Spiritual Gifts Triangle (p. 20) —a triangle depicting a different aspect of your spiritual giftedness in each angle including your Spiritual Gifts, Team Roles and your Primary Leadership Functions.

Steward—the biblical term for a manager responsible for appropriate and effective use of resources.

Stewardship—the act and art of stewarding or managing resources (including people) effectively for kingdom purposes in the Body of Christ.

Stewardship Three-Step (p. 6) —knowing how to make a sober estimation of oneself or of another person in the three basic levels: a) who I am as a leader; b) who we are as a ministry team; and c) who we are as the “group of we.”

Stress Behavior—what happens when your needs are not met over a protracted period of time; your counter-productive, frustrated behavior that is easy to observe when you are stressed, seen as defensive, reactive and uncomfortable; never productive behavior.

“tactile PowerPoint”—Paul Ford’s attempt to incarnate the visual impact of PowerPoint with simple hand signals.

Underlying Needs—your basic and most persistent needs which identify your preferred environment, clarify your motivational needs and highlight your inner strengths; how you need or expect to be treated.

Usual Behavior—your productive, socialized behavior which is easy to observe; how you operate effectively; what works best for you; adaptable behavior.

Please submit any new suggestions or revised definitions of key words to your trainer!

Get a Grip #9: Selected Resources

All of Paul Ford's articles are available to download on the website:
http://www.drpaulford.org/paul_articles.htm

Roger Birkman. *True Colors*. Nashville, TN.: Thomas Nelson Publishers, 1995, 1997.

Paul Ford and Rick Olmstead. "New Wineskins for New Wine." *Ministry Advantage*, 1996.

"Lay Mobilization's Best "Testing" Ground?" *Ministry Advantage*, 1996.

"The Harvest is Plentiful but the Laborers are Arguing." *Ministry Advantage*, 1998.

Paul Ford. *Discovering Your Ministry Identity*. St. Charles, IL: ChurchSMART, 1998.

"From My Vision to our Vision: Finding Your Church's Vision in the People You Already Have." *Leadership Journal*, Summer, (2000)

"Ten Years After: The Cell is *STILL* the Best Place to Discover and Use Spiritual Gifts," *Cell Church Journal*, Summer, (2001)

Paul Ford. *Your Leadership Grip*. St. Charles, IL: ChurchSMART, 2001.

"Who Are You?" ChurchSMART newsletter, January, 2003.

"Discovering Your Blueprint for Living." ChurchSMART newsletter, January, 2004.

Paul Ford. *Knocking Over the Leadership Ladder*. St. Charles, IL: ChurchSMART, 2006.

Tim Roehl & Debbie Scroggin. *Blueprint Journal*, 2007.

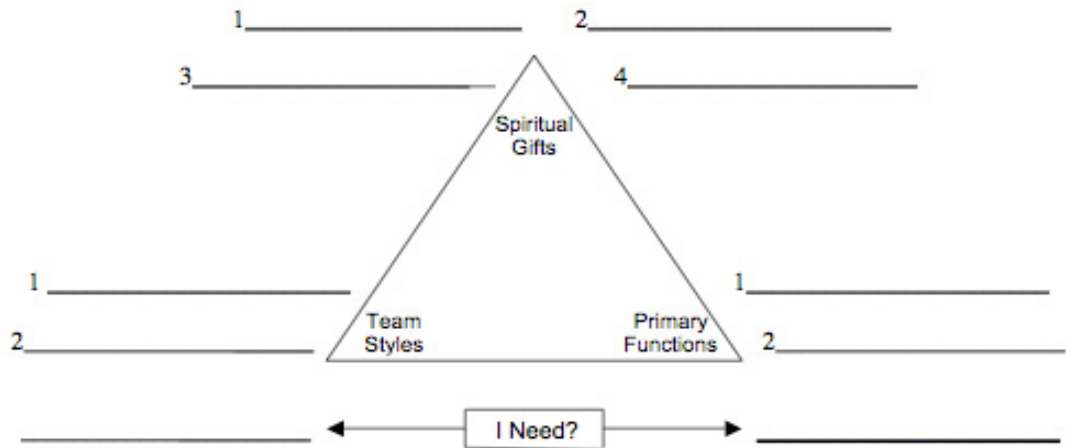
Tim Roehl & Debbie Scroggin, *Coaching Questions*, 2007.

Blueprint Summary Sheet

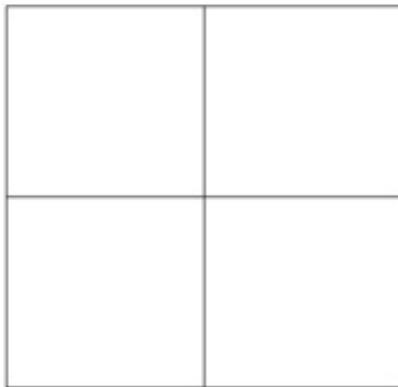
Spiritual Gifts Triangle

Name: _____

Date: _____



Birkman Lifestyle Grid



Foundational Colors



Intellectual Styles

Public Contact	
Detail	
Global	
Linear	
Conceptual	
Concrete	

Areas of Interest (top four)

COLORIZED Grip-Birkman Summary

Spiritual Gifts: #1 #2 #3 #4



Team Style:

#1 #2 Need: _____

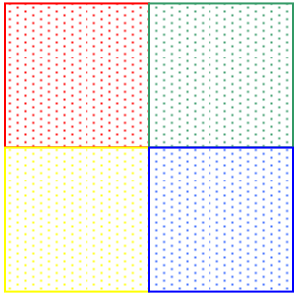
Primary Functions:

#1 #2 Need: _____

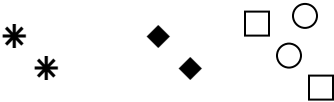
Organizational Focus:



(adjust colors and length to match your profile)



Move the asterisk, diamond and circle-square to the Grid to match your profile



Challenge Score: _____

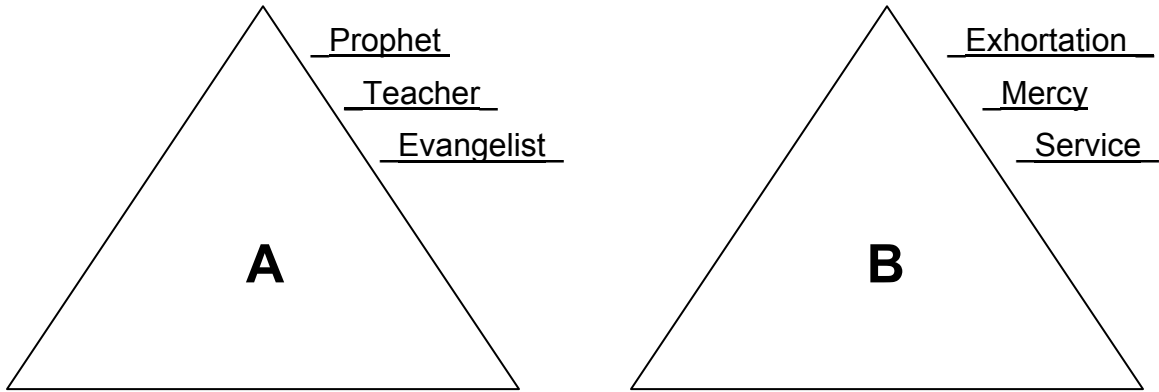
Interests: (list top 3 or 4 and give the scores)

Four horizontal lines for listing interests and scores.

Give Scores for:

- Global
Linear
Conceptual
Concrete

Spiritual Gifts Exercise (p.21)



Get a Grip #10: Where Do We Go From Here?

On behalf of the Global Training Team, welcome as a Grip/Birkman Blueprint Coach!

Initial note: make plans for setting up your 60-90 minute follow-up phone calls with each GBB Coach...

How do I order materials?

As a new coach you can order the Base or Component Level Grip/Birkman Blueprint resources:

☒ **Base Level – Retail \$39 Your Cost \$29**

Includes (19 pages):

- Cover page (1 page)
- Your Leadership Grip Report (4 pages)
 - Gifts Triangle Summary page (1 page)
 - Birkman Foursome Narrative (1 page)
 - Birkman Foursome (1 page)
 - Intellectual Styles (1 page)
- Life Style Grid (10 pages)
- Areas of Interest (2 pages)
- Career Management Report (11 pages)
 - Organizational Focus Overview and report (6 of the 11 pages)
 - Job Families/Job Titles report (5 of the 11 pages)

☒ **Component Level – Retail \$99 Your Cost \$70**

Includes (90+ pages):

- Complete Base Level Report **PLUS**
 - The Coaching Page (1 page)
 - Profile Summary (1 page)
 - Needs at a Glance (2 pages -- includes Dictionary of Components page)
 - Needs Graph (2 pages)
 - Strength and Needs pages (13 pages)
 - Strength and Needs Graph Pages (12 pages)
 - Guide Pages (5 pages)
 - Stress Pages (8 pages)
 - Managerial Style (1-5 pages)

- Paper edition of **Your Leadership Grip** instead of online for either level: **add shipping cost**
- Replace paper **Your Leadership Grip** with **Discovering Your Ministry Identity**: add \$3 per (email Gail Davis of OMS about this option if interested: gdavis@omsinternational.org)

To get your Coach's discount, you can order by

Phone: 800-253-4276

Email: robertrummel@churchsmart.com . (Bob Rummel)

- Remind Bob or ChurchSmart staff that you are a coach. They have you listed but it's always good to remind them that you are a coach to confirm the discount.
- You will receive a 40% discount on all other resources that Paul has developed. ChurchSmart has a website www.churchsmart.com, but you cannot access the 40% discount through online ordering. Samples of Paul's resources: **Knocking Over the Leadership Ladder - Your Leadership Grip – Your Vital Values - Discovering Your Ministry Identity - Getting Your Gifts in Gear - Team Style Questionnaire – Heights Spiritual Gifts Survey**

What can I do with this resource?

Church

Teambuilding
Church Staff Development
Lay Mobilization
Spiritual Formation
Small Group Growth
College/Young Adult Group

Business

Management Training
Staff Retreat
Executive Coaching

Personal

Life Coaching
Spiritual Development
Career Counseling

Missions Organization

Missionary Orientation
On Field Team Building
Mentoring
Conflict Resolution
On-going Home Ministries Training

School

Staff Development
High School Guidance Counseling
Student Government
College Prep Day

Can I train others to coach? Intro to Next Level: Blueprint Trainer

Briefly stated, no. In order to become a Grip-Birkman Trainer 3 steps must be completed.

1. Complete the Grip-Birkman Blueprint Coaches Training.

This Coaches Training just completed certifies you to coach others or do teambuilding events.

2. Complete the Birkman Method Level 1 Certification training.

To check Birkman Certification Training dates check online at www.Birkman.com or call 800.215.2760. The cost is regularly \$3000, but you can check in advance to see if any of their non-profit slots (\$2000) are available. There are only a few such slots at each training.

3. Train two sessions in a Coaches Training event alongside one of our certified Trainers: Hal Burke, Steve Hoke, Tim Roehl, John Blake, Gail Davis, Ron Ward or Paul Ford. You must work alongside in a Coaches Training event, and be validated by that trainer. Burke, Roehl, Ford and Ward are the four experienced trainers of Coaches thus far. Contact Hal Burke - HBurke2547@aol.com - if you want to take this step.

Two Day Re-Certification Required every three years.

We are serious about continuing to grow as coaches and trainers, and to learn the new things we gain from our Blueprint Learning Community. You are required to attend a re-certification event once every three years, at a cost of \$300 (may increase in years to come). Otherwise, you will lose your coaches status with ChurchSmart and the resultant privileges. First-ever Re-Certification Event: April 9-11 in Waxahachie (Dallas), TX

Join our yearly Blueprint User's Group:

Date: April 20-22, 2009 – Waxahachie, TX (Dallas area)

Contact: Hal Burke – Hburke2547@aol.com or John Blake - John.Blake@crmleaders.org

Websites

Grip/Birkman Blueprint Coaches Website - www.gbbcoaches.net

- Resources – includes *Blueprint Journal* and *Coaching Questions* handouts, plus much more
- Articles from other trainers and coaches
- Introduces new resources and new coaches or trainers

Grip/Birkman Blueprint Marketing Website - www.gripbirkmanblueprint.com

Grip/Birkman Flash Graphic and articles on Paul Ford's Website – www.drpaulford.org

Grip-Birkman Blueprint: 3 Levels of Training Curriculum

The outline below describes the multiple layers of curriculum which flow out of the original Grip-Birkman Coaches Training, and which have been customized to fit different audiences. The second and third pages are sample outlines for the **Teambuilding** and the **Team Leader Training**.

1. **AVAILABLE: Grip-Birkman Blueprint Coaches Training**—to equip potential coaches of the Grip-Birkman Blueprint coaching process.. The training involves the following tools and curricula:
 - 1.1. ***Your Leadership Grip*** by Paul Ford.
 - 1.2. ***The Birkman Method*** by Roger Birkman.
 - 1.3. Grip-Birkman Coaches Training Teacher’s Notes.
 - 1.4. Grip-Birkman Coaches Training notebook (notetaking guide for participants).
 - 1.5. Blueprint Journal and Coaching Questions by Tim Roehl and Debbie Scroggin.
Go to www.gbbcoaches.net/Resources/BlueprintJournal.pdf
 - 1.6. *Knocking Over the Leadership Ladder*—book overview.

2. **AVAILABLE Fall 2008: Teambuilding Seminar**—A shortened, hybrid version of the Grip-Birkman Blueprint Coaches Training designed to take particular teams through their Grip-Birkman Methods without any training for potential coaches, and includes the eight assessment pieces that are of most strategic value to help teams build community through the principles and assessments of the Grip-Birkman Blueprint. The training involves these tools and curricula:
 - 2.1. ***Your Leadership Grip*** by Paul Ford and ***The Birkman Method*** by Roger Birkman.
 - 2.2. ***Your Vital Values*** by Paul Ford.
 - 2.3. OR ***Discovering Your Ministry Identity*** by Paul Ford
 - 2.4. Teambuilding Seminar Teacher’s Notes.
 - 2.5. Teambuilding Seminar notebook (notetaking guide for participants).
 - 2.6. Blueprint Journal and Coaching Questions by Tim Roehl and Debbie Scroggin.
Go to www.gbbcoaches.net/Resources/BlueprintJournal.pdf

3. **NOT YET AVAILABLE – IN FIELD TEST: *The Leader as Good Steward***—a hybrid workshop which takes team leaders through the essential paradigm shifts and assessments contained in #1 and #2 above. The training involves the following tools and curricula:
 - 3.1. ***Your Leadership Grip*** by Paul Ford and ***The Birkman Method*** by Roger Birkman.
 - 3.2. OR ***Knocking Over the Leadership Ladder*** without the ***Grip/Birkman Blueprint***
 - 3.3. Team Leadership Seminar Teacher’s Notes.
 - 3.4. Team Leadership Seminar notebook (notetaking guide for participants).
Blueprint Journal and Coaching Questions by Tim Roehl and Debbie Scroggin.
Go to www.gbbcoaches.net/Resources/BlueprintJournal.pdf

1. Grip-Birkman Blueprint Coaches Training

Get A Grip #1: The Big Picture: You the Leader—A Steward of the Grace of God

- Overview of training and understanding our culture

Get a Grip #2: Baseline Personality

- **Understanding the** Birkman Lifestyle Grid **and** Areas of Interest

Get a Grip #3: How do you Lead Powerfully through your *Spiritual Gifts*?

- Grasping the top corner of the spiritual gifts triangle

Get a Grip #4: How does your *Spiritual Gifts Combo* Function in a Team Setting?

- *Team Styles* leads to understanding of our role in a ministry team setting

Get a Grip #5: Spiritual Gifts Combo Function in Stewardship Language

- *5 Primary Functions of Stewardship* translate our gifts into stewardship language

Get a Grip #6: Searching for “Integrity of the Corners” & “Dotted Diamond”

- Evaluating the corners of the spiritual gifts triangle and God changes our Usual style!

Get a Grip #7: ***Birkman Organizational Focus & Intellectual Styles***

- Searching our contributions to team and understanding how we process information

Get a Grip #8: Going to New Depth: *Birkman Component Reports*

- Looking at component reports to know where to mine the gold

Get a Grip #9: Critical Insights, Glossary & Resources

- See useful tools to enhance your Grip-Birkman coaching

Get a Grip #10: Where Do We Go From Here?

- Learn details about what it means to be a Grip-Birkman coach

2. Teambuilding Seminar – Eight Body Building Parts

Your Team: Discovering God’s Grace Together

A brainstorm Overview – field test is in final stages

<u>Assessments/Exercises</u>	<u>Community Building Value</u>
1. Body Life Design Team concepts	Establishes Team paradigm values
2. Cultural Values that break unity brokenness in relationships	Identify key cultural issues that cause
3. Life Style Grid	Sharing of underlying needs (O) and differences between interests and actions
4. Spiritual Gifts	Identifying and sharing “Gift Liabilities”
5. Team Styles & Primary Team Functions	Expressing weaknesses and/or liabilities plus acknowledging “who I need”
6. Ministry Burden or Passion	Sharing “personal vision” in language that people can identify with enables ownership of the bigger vision because “I have a part.”
7. Vital Values	Awareness/Validation of personal values
8. Intellectual Styles	Discussing similarities and differences in how each person processes information

3. The Leader as Good Steward:

1. Leadership Foundations
2. A Good Steward of my Culture
3. A Good Steward of how I am Powerful in the Spirit – Eph. 3:7
4. A Good Steward of who WE are – Ephesians 2:19-22
5. A Good Steward of the Acts 2 Priorities
6. A Good Steward of the Body Life Vision
7. A Good Steward of the Community Values
8. A Good Steward of your unbelieving friends



BLUEPRINT COACH QUESTIONNAIRE

Name: _____ Certification Dates: _____

Address: _____ City: _____ State/Country: _____ Zip: _____

Email: _____ Website: _____

Phone: _____ Alt. Phone: _____ Organization: _____

1. Do you want to be a part of the ongoing communication along with our other Blueprint coaches? Y/N
2. Do you have the desire to go through Birkman Certification Training at some point in the future? Y/N
If yes, within the next: 3 months 6 months year down the road
3. Do you want to be a part of a group that offers input on the Blueprint Coaches Training process? Y/N
4. Where do you expect your primary usage of the Grip/Birkman Blueprint resource to be (check any)?

Personal Application in my own life

Coaching Individuals

Coaching Couples

Training pastors or other Christian leaders:

specify: _____

Coaching or Training teams/Teambuilding

Marketplace coaching with Christian businesses

(circle): individuals/groups

Other:

5. Should ChurchSmart need coaches to assist people who order the resource, would you want to be on their list? Y/N

Training Evaluation

1. One thing that was most valuable for me: new insight, conviction, clear word from God, essential for my ministry or our team...
2. One thing that was not helpful or unclear or negative in this event...
3. One thing I would change about the training you have just completed...
4. The one thing I want the Trainer(s) to know at the end of our time together...