

# **Teambuilding Workshop**

**Utilizing the**  
**Grip-Birkman Blueprint**  
**and**  
**Vital Values**  
**Assessments**



## **Teambuilding Workshop – Eight Body Building Blocks**

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**Introduction:** My Story—share your history in teams and path to leading such training; Obstacles to Community; Overview of Body-Building Process.

<u><b>Assessments/Exercises to Utilize</b></u>	<u><b>Community Building Value</b></u>
<b>#1-5 are Baseline/Required modules:</b>	
1. <b>Body Life Design Team</b> concepts	Establishes Team paradigm values
2. <b>Cultural Values</b> that break unity	Identify key cultural issues that cause brokenness in relationships
3. <b>Life Style Grid</b>	Sharing of underlying <b>Needs</b> and differences between <b>Interests</b> and <b>Usual</b> actions
4. <b>Spiritual Gifts</b>	Identifying Spiritual Gifts strengths and sharing “Gift Liabilities”
5. <b>Team Styles &amp; Primary Stewardship Functions</b>	Expressing strengths and weaknesses plus acknowledging “who I need”
<b>#6-8 are Recommended modules:</b>	
6. <b>Ministry Burden or Passion *</b>	Sharing “personal vision” in language with which people can identify enabling ownership of the bigger vision
7. <b>Vital Values *</b>	Awareness and validation of personal values
8. <b>Intellectual Styles *</b>	Discussing similarities and differences in how each person processes information

\* Assessments 6-8 are additional recommended exercises to be used in the 3-day workshop as times permits. This event utilizes the *Your Leadership Grip-Birkman Blueprint* and the *Your Vital Values* assessment. Make plans to get a copy of *Your Vital Values*, as this stand-alone assessment is not apart of the *Grip/Birkman Blueprint*. This outline also makes references to the book *Knocking Over the Leadership Ladder*.

## **Building Block #1: Body Life Design Team concepts**

(60 min)

### **Your Ministry Team: Discovering God's Grace Together**

ACTIVITY ONE: **Attention/Reflection** (10 minutes)

**AG: Two close friends in their 20s have both been severely wounded by the established church.** [You substitute your own story or illustration]

E.g.1: **Steph** (28) has twice in the past 10 years had her most significant community of faith crushed and dismissed by the leaders of a local church. Eg: FBC, and The Rock.

E.g.2: **Chris** (25) has seen countless friends abused and injured by thoughtless, careless and entrenched older leaders, so that he now feels called to prophetically warn his generation of the dangers of the established church. There is deep emotion in his voice and in his heart. This not a passing emotion; this is deep theological conviction.

- ⊗ **Obstacles:** What are the some of the most critical problems or obstacles that you have experienced in Christian community, church or team? (5 min)
  - List them in triads, then we'll list them on the flipchart.
- ⊗ **Reasons:** What do you think are the underlying reasons that Christian community gets thus sabotaged? i.e. what the reasons that genuine Christian "life together" gets side-tracked, blocked and stifled? (5 min)
  - Again, identify 3-5 critical reasons in triads, then we'll list them on the flipchart.
- ⊗ **Debrief Discussion:** Which of these reasons for the obstacles are you most concerned about? The point of this brief discussion is to surface heart-felt concerns in the group before diving into the Grip-Birkman process content. The Grip-Birkman has been carefully designed over the last 15-years in response to just these kinds of concerns... (In South Africa (6/07), for example, this surfaced significant spiritual abuse and wounding among team members. To have missed that would have been tragic).

Expl: Sometimes in Christian ministry, especially missions and church work, we make life about leadership and planned growth ...

- the right process – the right strategy—and get up in programs, plans and materials.
- the right functions – the correct skill set—and miss the essential relational nature of our calling.

God has made it about relationships and the stewardship of...

- His powerful grace Gifts already available
- The Relationships He put into place
- Strategy growing from the relationships = organic, natural, indigenous

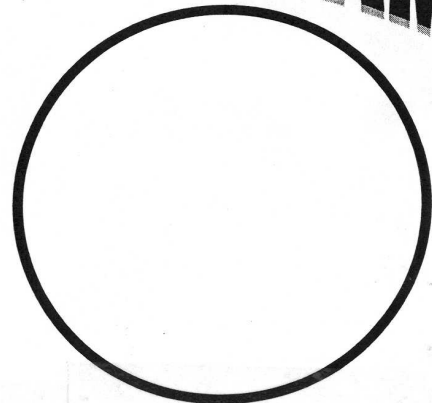
1. **Moving from I to We:** the *Body Life Design Team* concept
  - 1.1. **Body Life** means everyone is significant because of the cross. There is nothing you can do, say, write, or perform that will make you any more significant than you already are in Christ. Your significance is settled!
  - 1.2. **Design** means that everyone has a God-designed role to play. Completely separate from your significance, there is a part God has prepared for you in the Body of Christ which no one else can play! Only you fit there.
  - 1.3. **Team** means that everyone actively seeks to build team unity. Working for team and body unity is a choice, not unlike marriage. You and I WILL to work for unity, and work hard to stay together in purpose and task.

# BODY LIFE DESIGN TEAM

Body Life -- Everyone is significant.  
(1 Corinthians 12:12-27)

Design -- Everyone has a specific role.  
(1 Corinthians 12:11, 18)

Team -- Everyone seeks team unity.  
(Ephesians 2:21-22)



▪ **Optional Illustration or devotional:**

☒ **Body Life Design Team illustration: Acts 2 – the Principle of the Crème-filled Cookie**

- Prep: Purchase/Handout a crème-filled cookie to each participant (plus several extra).
1. The **crème filling** is the heart of the cookie, the good news message of God's grace: (Acts 2:38-41)
    - We are called to embody the life and communicate the message.
    - So we look for the right strategies – best practices – and the most effective functions to fulfill these strategies to fulfill the message and related values.
  2. The **2-sides of cookie** that hold the crème together reveal God's strategy:
    - Power of God's grace coming in **Spiritual Gifts** – Acts 2:1-12
    - God's love revealed through community **relationships** – Acts 2:42-47
    - This is the heart of this workshop we will be exploring together...

## 2. Stewardship 3-Step: “I,” “We,” and Groups of “We”

Stewards know how to make sober estimate of:

- 2.1. Who I am as 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.”
  - 2.3 happens when the first two are happening
  - How does who I am affect who we are?

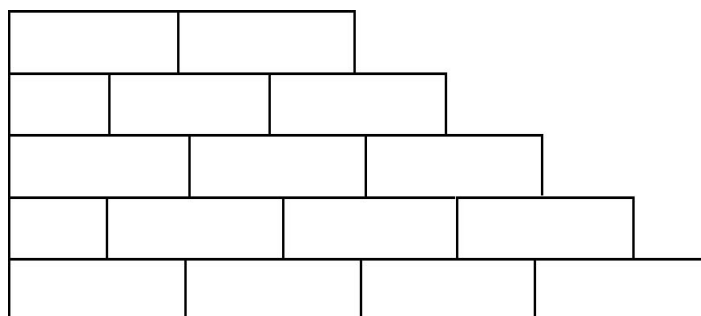
⊗ **Visualize:** In sentences using descriptive words and metaphors, describe to your partner how this kind of “Body” or “community of faith” would look like and feel like? E.g.: “When I think of a community I see a family sitting down together having dinner after a long day...” (3” in pairs; 5” debriefing large group).

**INTRO: Understanding the “Stewardship 3-Step”** (10 minutes)

As we prepare to walk through the elements of the Grip/Birkman Blueprint assessing process, how will we approach our learning process with individuals and teams? We encourage you to consider the following 3-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.

## 3. The Christian as good steward

- 3.1. Each is an “*Oikonomos*” –1 Peter 2;4-5; 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...

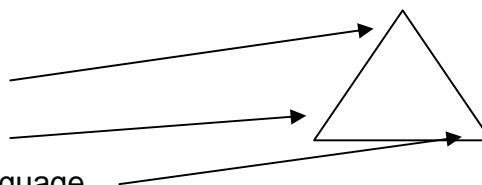


⊗ To help you think about those whom God has placed around you to steward, take five minutes and think of people with whom you are in a group or on a team. Write your name in the center block surrounded by the names of those team members. Who has God brought into your lives for stewardship purposes (i.e. “relationship managing”). (5 minutes) We’ll share several examples.

#### 4. Making a Sober Estimate (Romans 12:3) of your own Spiritual Gifts and personality, your team...your staff...your team members...using the following two tools:

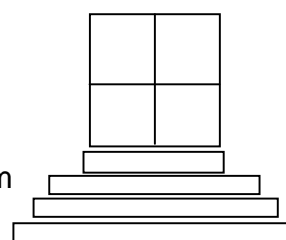
##### 4.1. **Your Leadership Grip** workbook:

- 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:** your Interest, Usual style, and Needs
- **Areas of Interest:** your goals and outcomes
- **Foundational Colors:** your greatest value to your team
- **Intellectual Style:** your way of processing information



##### 4.3 This combination gives us a strategic separation between the natural (the **Birkman Method**) and the supernatural gifting of the Spirit (**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 at conversion (see next page).

[And then we will discover the natural integration God designed into this relational network](#)

#### 5. Three core values come into play:

- 5.1. One submitted: learning to follow is NOT optional (Hebrews 13:17)
- 5.2. One among: understanding my rightful place as a Christian (Romans 12:4-5)
- 5.3. One who is a servant: with Jesus as our role model (Philippians 2:1-11)

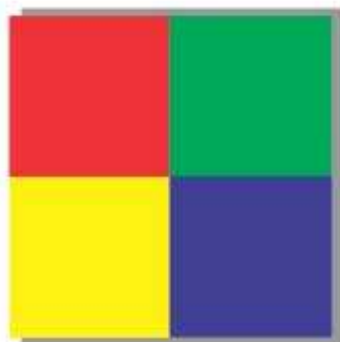
⊗ Explanation of the overview graphic: **“From Natural to Supernatural”** on the next page: Our process brings a distinctive that you will find in no other assessment process. We have discovered a way to distinguish the natural part of who you are from the super-natural dynamic. The Birkman Method gives us a strong foundation for understanding who you are naturally, i.e. who God designed you to be from birth (Psalms 139:13, 14). The New Testament describes the 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

## **Building Block #2: Cultural Values that Break Unity** (30 min)

### ACTIVITY ONE: **The Money Game** (10 min)

- *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).
- **Optional Round 2**—[You can skip this 2<sup>nd</sup> round and go straight to Round 3 if time is limited] 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.*

### **Debrief Discussion** (5 min)

- ⊗ Let's examine what just happened. Turn to a partner (or in triads) 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?
  - ✓ 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 of 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: **Cultural Values discussion** (15 min)

*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 American cultural values critically impact teambuilding.**

## 1. Context: Understanding the impact of culture on teambuilding:

Before we make a sober estimate through the *Grip-Birkman*, let's identify the impact of cultural values on you and your team members...

- 1.1 Which of these seven North American cultural values most affect your leadership or serving? (pick the top 1 or 2)
- Narcissism—it's all about me E.g.: "Will & Grace," "Top Model," etc.
  - Entitlement—I deserve what I want because... e.g.: "Survivor," "90210," etc.
  - Dissatisfaction—because I am just not happy with most of life E.g.: Food shows, "Home Makeover," etc.
  - Sarcasm—a highly prized cultural ability, humor at someone else's expense E.g.: "Everybody Loves Raymond"
  - The "Ladder Mentality"—moving up is what is most important E.g.: *The Apprentice*
  - Rebellion glorified—always with us in the past, now it's praised
  - Blame—someone else must pay for my problem or situation!
- ⊗ What examples from a TV show or Commercial can you suggest which illustrate these cultural values. (Can give a value to each person or group's ideas or contributions.)
- Are these only North American values? What about in South Africa?

- 1.2 Which of these cultural values most affect your leadership or serving? (write down your top 1 or 2)

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⊗ 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.

- 1.3 Which of these cultural values most affect your life and ministry?

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⊗ How do these cultural values affect the local church?

## 2. What would happen if we challenged these cultural values?

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; James 4:7
Blame	Confession	Matthew 7:4-5; I John 1:9

### ACTIVITY THREE: **Recap and Review** (5 min)

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 take five minutes to review the concepts we have digested.

Resources: Read Chapters 1-3, 5, 7 & 8 in *Knocking over the Leadership Ladder*.

## **Building Block #3: Your Baseline Personality ala Birkman** (90 min)

### EXERCISE ONE: **Moment of Discovery** (10 min)

*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.*
- Set-up LCD projector. 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...

- **“Mr. 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”?
- **Place lamp on desk:** 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*** (25 min)

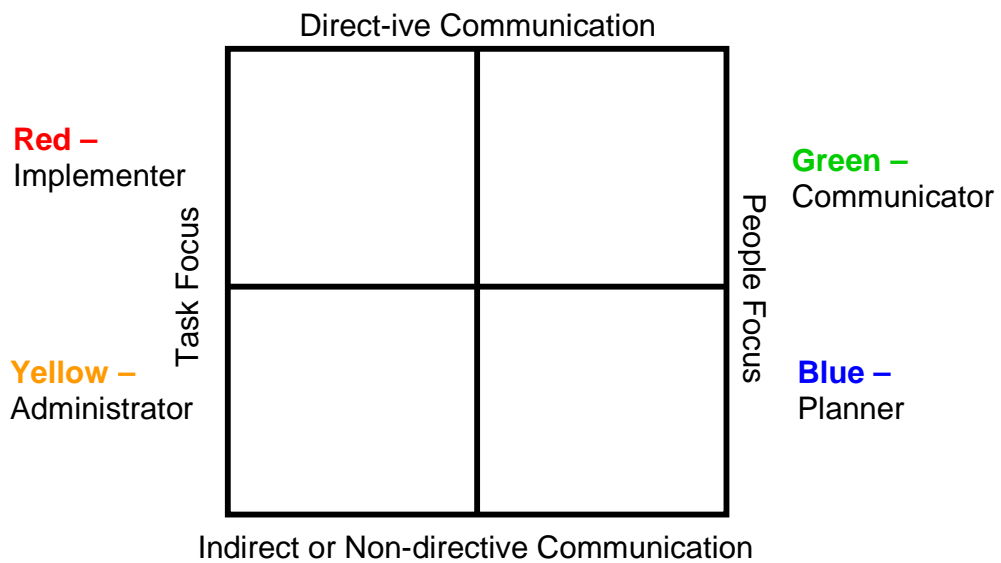
This module is to help you understand the natural part of who you are—your behavior, including **Interests, Usual Style, Needs** and **Stress** responses.

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.

1.1. **Left/Right & Up/Down 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; **Indirect Communication** on the bottom

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




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 

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

results speed direct matter-of-factness action	variety flexibility approval recognition talk about it
orderliness procedures structure predictability clear guidelines	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...)

impatience insensitive argumentative unsupportive overly directive	restlessness scattered manipulative distrusting others easily distracted
legalistic resist change overly adhere to rules withdraw	withdrawn Pessimistic Indecisive quietly rebel fatigued

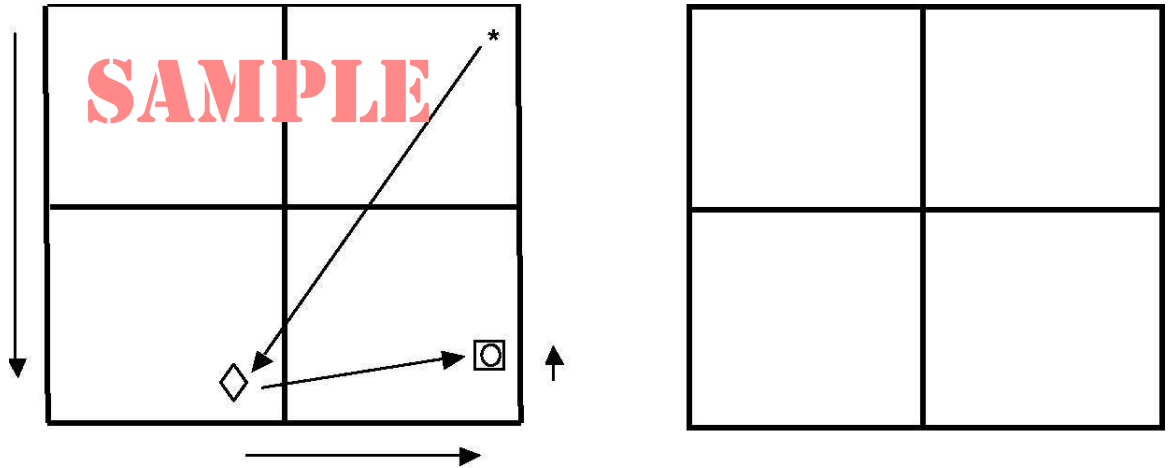
☒ *Ask for one or two illustrative personal examples if you feel they would be helpful: Which of you feel your circle/square is an accurate description of your **Needs/Stress Style**?*

- 1.4 A key interpretive principle for the **Lifestyle Grid** -- Watch the movement from:
- asterisk to diamond – how you accomplish your goals
  - diamond to circle/square – what you need to function most effectively

**OVERVIEW:** Let's familiarize ourselves with the format of the **Grip-Birkman Blueprint Report**. (10")

- 1.5 Using the Grip-Birkman Report:** Note format of the **Lifestyle Grid** 17-page report: (Notice that the pages are not numbered in the report. Make sure participants understand the order of pages in their individual report. The order of the sections in the report will always be same, while the number of pages will not.)
- The Cover page (p 1) is not always first, and often appears on p 5. When that is the case, the numbers as listed below will all shift a page or two. Be flexible. The
  - Cover page (p 1) and <inserted> Leadership Grip Summary (p 21) is often the first page
  - Birkman Foursome explanation (p 32) and the Birkman Foursome (p 44)
  - Intellectual Styles (p 5) and Profile Summary (p 6)
  - Overview Lifestyle Grid (p 76) and 2-pages on each of the four categories (pp 8-15) with another Lifestyle Grid (p 16) and Summary (p 17).
  - Organizational Focus Overview (p 17) with explanatory pages (pp 18-28)
  - Career Narrative (p.29)
  - Areas of Interest (p 30)
  - Coaching tips (p 31 and possible p 32)
  - Profile Summary (p 32 or 33)
  - Needs at a Glance (p 33 or 34)
  - Dictionary for the Components (p 33 or 34)
  - Needs Graph (pp 34-35 or 35-36)

- 1.6 **Practice** getting a grip on your *Lifestyle Grid* – Watch the movement by drawing lines outside the square as shown below. Now, plot your own lifestyle grid in the second box, and draw your corresponding arrows to note movement.



- 1.7 **Floor Exercise:** Where do you stand in the Lifestyle Grid?

## ACTIVITY TWO: “Places Please” Floor Exercise: (15 min)

- 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: For your Interest, **WHAT** do you want to happen?
    - ⊗ What does this suggest about the different goals on your team?
  - Where is your **USUAL** diamond? Allow them to find their spots.
    - ⊗ Together with the other people in your quadrant, select one word that best describes HOW you like to accomplish your goals.
    - ⊗ How are you most effective at meeting your goals?
    - ⊗ 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?
    - ⊗ For your Needs, What needs to happen in order for you to be effective (**IF**)?
    - ⊗ For your Stress behavior, when the needs aren’t met, what does it look like (**OR ELSE**)?
    - ⊗ Then ask: What do the various locations suggest for your team?
    - ⊗ How can you use this information to improve team work on your team?
  - What **MOVEMENT** do we observe?
    1. What does greater distance of movement between your Interest and Usual indicate? Invite several to share examples from their life.
    2. What does the lesser distance of movement indicate? Invite several to share examples from their life.
    3. What does this variety in an individual’s quadrant (or lack thereof) tell us about our group? (i.e. no Blue \*, or no Yellow diamonds, etc)

**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 THREE: Mini-lecture—Understanding Areas of Interest** (20 min)

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.

## 2. Areas of Interests

- 2.1. **What You Like to Do:** Where you prefer to direct your energies, what you enjoy doing
- Your goals and desired results
  - What I like or enjoy doing...
- 2.2. 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

☒ What questions do you have that we need to clarify? (5 min)

## ACTIVITY FOUR: Lifestyle Grid & Areas of Interest (10 min)

### Lifestyle Grid:

1. **In Pairs:** 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)?
  - a. **ASTERISK:** What you really want to see happen through all your efforts? \*
  - b. **DIAMOND:** What is your Usual and most effective style of operating  $\diamond$  to produce your desired results?
  - c. **CIRCLE:** What do you need from others in order to successfully operate in your usual style? How is your Need  $\diamond$ fferent from your Usual or effective style ?
  - d. **SQUARE:** When your Needs are not met, what Stress style do you show to others?  $\square$
2. **Watch for the movement between your asterisk, diamond and circle!**  
What is the change in the movement from:
  - Your Goals (asterisk) and your Usual style (diamond)  
 $\xrightarrow{\hspace{1.5cm}}$
  - Your Usual style (diamond) and your underlying Needs (circle)  
 $\xrightarrow{\hspace{1.5cm}}$

### Areas of Interest

1. What are your top four Areas of Interests? 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?

☒ **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. (10 min)

## **Building Block #4: Serving Powerfully through your Spiritual Gifts** (75 min)

*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, so that He gets the glory and not you.*

Paul Ford

### **ACTIVITY ONE: The Importance of Spiritual Gifting** (5 min) **and Group Sharing** (5 min)

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

- **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. 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 of the King, p.77).
- **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).
- ⊗ **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, (*hand motion*) 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** (share Paul's experience or a 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?
  - Vs. The Body Life Questions: Where are you powerful? Where are you weak? And, who do you need?

⊗ Why is this such a radical dynamic for communities of faith or teams?

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 serving roles – that is, where you are NOT powerful.
- E.g.: Steve the CRM trainer-coach – the place where I began to say “No.”

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.
- You will experience JOY....joy is the root word for Spiritual Gift in the Greek language (*“char” & “charisma”*).

⊗ Would two or three of you share how you have experienced this realization?

## ACTIVITY TWO: Overview of Spiritual Gifts discovery (5 min)

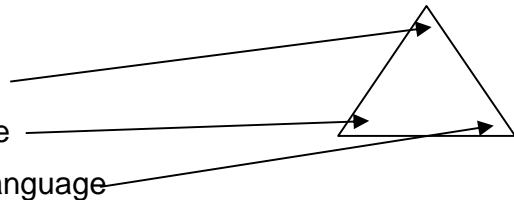
We will be looking at your Spiritual Gifts from three completely different angles, for the purposes of helping you go deeper in making a sober estimate of your Spiritual Gifts. Take a quick look at those three categories before we move to the first of those three angles.

### 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 stewardship 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.**

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. (15")

## 2. I Peter 4:11 A Functional Approach to Spiritual Gifts – The First Angle: Understanding my Spiritual Gifts

### 2.1. 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.

## 2.2. **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...WAIT!!!  
By God's design, supporting gifted people do NOT lead powerfully?  
Such gifts are designed to serve and support, not lead.

## 3. **Three Essential Insights about Equipping and Supporting Gifts**

3.1. 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)

3.2. 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.

3.3. What if a person has a combination of **Equipping** and **Supporting** gifts?

☒ **So why do Christian leaders tend not to release ministry to others?**

- **What are some of the issues we struggle with in releasing others?**
- 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: Interpreting Gifts Triangles:** (15 min)

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

- **Spiritual Gifts**—Refer to your *Gifts Triangle listing three or four gifts*. Please read alone (for 5 minutes) from your YLG workbook if you need to refresh your memory about Spiritual Gifts.

☒ **As a group or in pairs:** Process what liabilities you might see in your partner's triangle; then switch roles and talk about their Triangle. How will they impact others?

- Are they Equipping or Supporting or Combination? (If time allows--do this twice, letting each person practice with a different partner).

### ACTIVITY THREE: **Make a Sober Estimate — Confirming Your Spiritual Gifts**

In pairs: Make a sober estimate of how God has made you powerful...

1. Using information and insight gained from all three parts of the gifts process (pp. 13-22) in *Your Leadership Grip*, what probable gift combination do you have (top 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)
  - What are yours?
  
2. People tend to understand their Spiritual Gifts most clearly through their gift liabilities. In *Grip* pages 17-22, 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?
  - **With what gifts do you support powerfully?** The gift of mercy, service, helps, exhortation, etc?
  
4. In the feedback that you have received from others (pp 14-15), 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
  - Combo of Equipping and Supporting gifts – designed with a combination that both equips and releases others, but also is able to serve and support others.
  - **Time Out—Reconstructing Your Summary Sheet:** Take 10 minutes to transfer your Spiritual Gifts and your LifeStyle Grid from your Grip-Birkman Blueprint report (pp.2-3) to a flipchart sheet. Each person’s Summary will be posted on the wall.

## **Building Block #5: How does your Spiritual Gifts Combo function in a Team setting and in Stewardship Language?** (60 min)

**Critical Insight #4: 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 in isolation. It also forces us to think about our gifts in **three sets of descriptive language: Gifts language, Team language and Stewardship language.**

### **Action Point 5: Discerning Your Team Styles and Primary Functions**

#### **5.1 How does your Spiritual Gifts Combo function in Team Style language?**

Your Team Style is the primary strengths and liabilities you bring to any team or group in which you will participate or lead.

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

**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 transparent about your weaknesses and needs (questions 3 and 4).*

#### **Debrief Discussion** (10 min):

1. What primary and secondary Team Styles does your combination of Spiritual Gifts reveal? (p. 25 in *Your Leadership Grip*)
    - **Let me help you** – wants to serve others
    - **Let's Go!** – moves the group ahead with insight or vision
    - **Let's be careful** – considers all the facts and details
    - **Let's stay together** – focuses on team unity
- Note:** See the next page to learn more about your Team Styles.
2. Are you most powerful Upfront or Alongside, or a combination of both?
  3. What Spiritual Gifts are most evident in your Team Styles?
  4. What potential liabilities are revealed in your primary or secondary Team Styles? We usually see ourselves most clearly through our liabilities.
  5. Which of the styles do you need to make you – and the team – stronger?
  6. What style threatens or frustrates you the most? Commonly it is 1 of 2 styles:
    - The style LEAST like you – the other person is strong where you are not
    - The style MOST like you – the similarity of strengths is a real threat to you

## Integrity of the Corners Resources

The following three tables describe correlations between Spiritual Gifts and each of the other two corners—Team Styles and Primary Functions:

### Team Style correlation with Spiritual Gifts

<u>Team Styles</u>	<u>Potential Spiritual Gifts</u>	<u>Potential Liabilities</u>
<b>1. Let Me Help You:</b>	Pastoring Helps Service Mercy Hospitality Exhortation	<ul style="list-style-type: none"> <li>▪ Not directive enough at times</li> <li>▪ Can be too nice: no clear answers emerge</li> <li>▪ May have a hard time saying “No.”</li> </ul>
<b>2. Let’s Go:</b>	Leadership Exhortation Faith Evangelism Prophet	<ul style="list-style-type: none"> <li>▪ May not listen well</li> <li>▪ Challenges others inappropriately</li> <li>▪ Challenges others without all the facts</li> </ul>
<b>3. Let’s Be Careful:</b>	Administration Knowledge Teaching Wisdom Discernment of spirits	<ul style="list-style-type: none"> <li>▪ Often critical of others, ideas</li> <li>▪ Stays too close to outline</li> <li>▪ Too rigid</li> </ul>
<b>4. Let’s Stay Together:</b>	Pastoring Exhortation Wisdom Mercy	<ul style="list-style-type: none"> <li>▪ Fearful of making decisions for the group</li> <li>▪ Too careful of being firm or rigid</li> <li>▪ May be afraid to speak out in a group</li> </ul>

## 5.2 How does your Spiritual Gifts Combo function in Stewardship Language?

Your Primary Stewardship Function is your primary role in the development and multiplication of the Body (Ephesians 4:11-12).

People are commonly strong in two or three functions unless he/she has all supporting gifts, which may mean only one or two is strong (see pp. 30-31 in *Your Leadership Grip*):

1. **Values Keeper** – Accountable checkpoint provider
2. **Team Builder** — Unity building encourager
3. **Active Listener** – Watchful listening for what God has already prepared
4. **Vision Sharer** – Able to powerfully communicate vision
5. **Equipping Releaser** – Training, enabling & freeing players to play their parts

☒ **In pairs, explain your top two Stewardship Functions to a partner; then reverse (10 min)**

1. What powerful Primary Stewardship Functions do your gifts reveal?
2. What primary and second Stewardship Functions does your Spiritual Gifts Combo reveal?
3. Because of the areas where you are weak, who do you need?
4. How have you seen God empower others through these Functions?

## 5.3 How do your Team Styles fit with your Primary Functions?

The following table suggests correlations between your Team Style and your Primary Functions:

**Team Style correlation with Primary Functions**

Team Style	Primary Function of Stewardship
Let's be careful	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

Compare your Team Style with its matching Primary Function:

#### 5.4 How do your Primary Functions fit your Spiritual Gifts?

**Critical Insight #4.1: Gift Mooshing** is the melding together of your Spiritual Gift combination in a unique mix which further distinguishes the flavor of your uniqueness.

If you have one or more of the 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
<b>Values Keeper</b>	administration teacher wisdom/word of wisdom prophet discernment of spirits
<b>Team Builder</b>	pastor exhorter leader supporting gift: mercy
<b>Active Listener</b>	pastor wisdom exhorter supporting gifts: helps, mercy discernment of spirits
<b>Vision Sharer</b>	leadership prophet evangelist exhorter teacher
<b>Equipping Releaser</b> →	All equipping gifts: exhorter evangelist leader pastor prophet teacher wisdom/word of wisdom knowledge/word of knowledge
<b>Supporting releaser</b> helps giving use gift to serve others to free those people to use their gifts	

### 5.5 Checking the Integrity of the Corners of your Gifts Triangle – do they fit together?

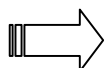
**Critical Insight #5:** The inherent “**Integrity of the Corners**” enables me to make sense of my gifts from three distinctive vantage points: Gifts, Team Styles and Primary Functions

We call the meshing of your Spiritual Gifts combination “**gift mooshing**”. The mooshing of you Gifts in team or “we” language is called Team Style. The mooshing of your gifts in stewardship language is called Primary Stewardship Functions. Now we look at all three of these corners of your gifting and see if there is integrity – that is, do they fit with each other? Do my gifts fit with my Team Styles, and my Team Styles with my Primary Functions, and my Primary Functions with my Spiritual Gifts?

You now have heard the background to the process called 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 Style, and Primary Functions. Get into the same pairs and do the coaching exercise below.

#### Action Point 6:



#### Checking Your Gifts Triangle & “The Integrity of the Corners” (15 min)

☒ Please follow these steps to fill out your **Gifts Triangle**

List your top 4 **Spiritual Gifts**, in order of strength.

1 \_\_\_\_\_ 2 \_\_\_\_\_  
 3 \_\_\_\_\_ 4 \_\_\_\_\_

Identify if your gifts are all Supporting, all Equipping, or an Equipping/Supporting Combo.

List your Primary & Secondary **Team Styles (TS)**.

1 \_\_\_\_\_ 1 \_\_\_\_\_  
 2 \_\_\_\_\_ 2 \_\_\_\_\_

Identify if you are powerful Upfront, Alongside, or an Alongside/Upfront combo.

**I Need:**

TS	
PSF	

Identify which **Team Style** you need the most.

List your Top 2 or 3 **Primary Stewardship Functions (PSF)**.

Identify which **Primary Stewardship Function** you need the most.



**Time Out—Reconstructing Your Summary Sheet:** Take 15 minutes to transfer your Team Styles and Primary Functions of your “Blueprint Summary Sheet,” as well as Equipping/ Supporting and Alongside/Upfront designations (pp.2-3) to your flipchart sheet.

**Group Debrief:** Check the “Integrity of the Corners” – the congruence/“fit” with each corner:

- ✓ Do you ***Spiritual Gifts*** fit with your ***Team Styles***?
- ✓ Do the ***Team Styles*** fit the ***Primary Stewardship Functions***?
- ✓ Do your ***Primary Stewardship Functions*** fit with your ***Spiritual Gifts***?

## 5.6 Discovering Your “Dotted Diamond”

**Critical Insight #6: Your Spiritual Gifts dynamically affect your Usual behavior.**  
(Triangle Angle #1 and Birkman LifeStyle Grid)

Read the following paragraphs on your own:

1. The “Dotted Diamond” is the shift in your Usual Style on the Lifestyle Grid – your diamond – to a possible new location. It reveals how your Spiritual Gifts can change the nature of your behavior in the power of the Spirit. The “dotted diamond” is the key linkage between the Birkman Lifestyle Grid and the Spiritual Gift Triangle, the depiction of one’s natural behavior and one’s supernatural gifting for ministry.
2. You will not fully understand certain people if you rely solely on their Birkman LifeStyle Grid data. That is, the data will not be adequate to fully explain who they are, especially when factoring 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 persons’ Usual behavior shifts to a new, different position on the grid depending on the nature of the “power” and function of one’s Spiritual gifting.

☒ *Ask each participant: How do your Spiritual Gifts influence your diamond?*

Then give each person 15-minutes to silently reflect on what the impact might be. Consider the directional range of movement indicated in the “dotted diamond” resource on the next page:

- Equipping Gifts usually cause an upward, direct communication, movement.
- Equipping Gifts, if they are action-oriented (i.e. exhortation, prophecy), may cause a left, or task movement.
- Supporting Gifts usually cause movement to the left (i.e. toward task). An exception would be Helps, because of its 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)).

Note: Sin can anchor us or move us in a place that blocks or inhibits our movement in the Spirit!

**ACTIVITY TWO: Let’s Play Coach/Consultant** (15-20 min)

- ☒ *When the group returns from the time of reflection, have one person share how they see their diamond moving because of their Spiritual Gifts. Then allow time for others to respond.*
- ☒ *Step to your flipchart Summary Sheets and suggest the movement of the “dotted diamond” as you see it in your Gifts and Grids.*
- How do your Spiritual Gifts influence your diamond?
  - How have you experienced this on your team?
  - What are the implications for team work?

## Dotted Diamond Movement Based on Spiritual Gifts Resource

The arc indicates the general direction in which the diamond will move in the power of the Holy Spirit. Putting together the range of movement possible in the mooshing of your Gifts reveals how the Spirit powerfully uses you in ways different than just your Usual style.

Spiritual Gift	Range of Movement
<b>Supporting Gifts</b>	
Administration	
Giving	
Helps	
Mercy	
Service	
<b>Equipping Gifts</b>	
Exhortation	
Evangelism	
Faith	Extends others
Leadership	
Pastoring	
Prophet	
Teaching	
Wisdom/Word of Wisdom	
Word of Knowledge	
Discernment	Deepens effect

## **A Comment on the Components of the Birkman Report:**

**Critical Insight #8: There is gold to be found in the Components of the Birkman Report, but you must mine it for yourself or with your Coach.** Reading through your report multiple times will surface 3-5 insights about any individual. Each additional time through you may uncover additional nuggets.

We do not spend any/much time on the Components section of the Birkman Report in the shortened Teambuilding workshop because of the richness and complexity which demands more time than is typically available. But—don't despair. Your Grip-Birkman Blueprint facilitator and coach would be happy to spend the time to walk you through discovering what the 11-components mean to you.

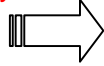
## **Building Block #6: Ministry Burden or Passion** (30 min)

### ACTIVITY ONE: **Detecting Passion** (5 min)

Have you ever met a friend who lacks purpose and passion for their job, even though they have just settled into it? And can you contrast that with a person you've talked with recently who was bursting with passion and excitement with life? What was the difference?

Into whom, what or where are you willing to invest your life?

### **Action Point 7:**



## **What is Your Ministry Burden or Passion?**

In Romans 15:15-20 the apostle Paul portrays his deep desire for Gentiles to come to Christ. It was not that he disliked the Jews. Rather, he was passionate about giving his life for the Gentiles, even if it meant going to Spain as he mentions later in chapter 15. Given this reality in Paul's life, what about you? What is your ministry burden or passion?

1. **Ministry burden or passion defined:** the vision or heart concern that captivates one's whole life and motivates him or her to extraordinary levels of sacrifice; the people or activity or location where are you willing to invest your life for the sake of the Kingdom of God.
2. **Where does it come from?** For some people, ministry burden or passion comes out of the core of heart emotion and is hard to explain why it is there. For others it is woven through years of experience, sometimes tied to pain or joy in one's history. For yet others, it is tied directly to spiritual gifting like teaching, encouraging or helping.

Where does it come from? For some people their burden or passion is so strong that they are willing to start a new program or ministry to fulfill what is on their heart. It may be one of the following:

#### **Specific person or group of people –**

- in your city, perhaps a apartment complex or housing area, a people group in another culture, artists or single parents, youth ages 25 and under

#### **Specific activity or task –**

- teaching, serving the poor, tutoring children from poor families, discipling young Christians or emerging leaders

#### **Specific location –**

- a specific city or region in your country, your own city, the neighborhood around your home or area nearby.

As you think and pray about this, consider the following possibilities of what ministry burden or passion God has placed in your life:

- Describes what you really care about in serving
- May reflect a specific activity or tied to a specific location or type of people
- Willing to sacrifice a great deal to do this in time, money, or creativity
- May realize you are willing to give your life for this activity or people
- May create a brand new ministry or program if it is needed to fulfill this heart burden
- For those with supporting gifts, may be serving the vision or passion of another
- Not often that a married couple share the same passion, though both are doable
- May take weeks or months to fully consider what this may be for you...that's okay

Samples? Here are some examples of a person's ministry burden or passion:

- My passion is to support young mothers who need help with the practical tools of motherhood.
- My burden is to bring conversations around to Jesus into every chat room I frequent.
- I live to equip church planters to start churches in the mountains of north India.
- My ministry passion is to tutor a small group of Hispanic mid-schoolers in our fledgling charter school, helping them to take one academic step at a time to achieve their dreams.
- My wife and I both share a burden to love and serve the many elderly people in our neighborhood, responding to their isolation.
- I love to see the New Testament come alive as I mentor one individual or a teach group of people through a particular book.

☒ **ACTIVITY TWO:** Write a first draft of your personal Ministry Burden or Passion in the space below:

***My Ministry Burden or Passion is:***

2. What burden or passion is on your heart? Share around your group.

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3. Group discussion: How does your individual passion affect that of the team?

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**Note:** As you facilitate sharing in this exercise, be aware of an important dynamic: Some people will only realize or be able to articulate their Ministry Burden or Passion after they have heard some examples from others in the group. Because of this, begin sharing by saying something like this: *“Some of you will be so moved by what others share, that you will realize your ministry burden or passion in the midst of this sharing process, and that is okay...”* Invite those who think they have a clear fix and passion to start the sharing...

Make certain that no one says, “I think we OUGHT to...” Ought's usually do not happen – we invest in that about which we are passionate!

☒ **Ask the group:** How have these individual passions shaped the ethos and passion of the team?

## **Building Block #7: Your Vital Values** (30 min)

### ACTIVITY ONE: **Agree or Disagree?** (10 min)

There is an intensifying focus on personal values in cultures that are becoming more individualistic.

“Because of the growing ambiguity of values culturally, there is a greater reluctance to put community and the common good ahead of self.”

Max DePree, *Leading Without Power*, pp 44-45

Americans place great importance on personal values. In fact, they will fight for values that are vitally important to them.

☒ Do you agree or disagree with these quotes?

### **Action Point 8:**

## **Making a Sober Estimate: Your Vital Values**

### ACTIVITY TWO: **Identifying Your Core Values** (20 min)

[Please make certain that everyone has finished their personal copy of **Your Vital Values** assessment before beginning this activity.]

☒ *Share the five highest values and the five lowest values from Section A in the **Your Vital Values** assessment.*

Highest Values	Lowest Values
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____
4. _____	4. _____
5. _____	5. _____

Personal values take on a much more strategic role in individualistic cultures, because the individual in such a culture places much higher importance on his/her own values than on the values of the team. Thus, it is imperative that people share their personal values so that they can understand what is most important to the other team members.

☒ **Group Discussion:**

- What impact do personal values have in your team/ group at large?
- Any surprises on the team?
- How can we affirm one another's core values though they are different than ours?

Resources: Read Ch. 6 in *Knocking Over the Leadership Ladder*. In using this with groups, be sure to have ordered copies of **Your Vital Values** assessment for each participant.

## **Building Block #8: Understanding Your Intellectual Styles** (30 min)

**Critical Insight #7: Differing Intellectual Styles is one of the 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.

Intellectual Styles are configured in three sets of two, with each set equally a score of 11. Seven or more is considered high; four or less is considered low, with 5 and 6 considered balanced scores. Team conflicts often arise simply out of the ways people process information. For example, a high Global-Conceptual person will enjoy “blue-sky” brain-storming and planning sessions, while a Linear-Concrete person would be very frustrated with such a meeting due to the lack of practical action steps taken.

### 1. **Three Pairs of Categories:** Consider the categories of ways you process information:

- **Public Contact** – wants to process issues with other people (verbal processing)
- **Detail** – wants facts, details, figures

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- **Global** –a non-sequential, “Big picture” approach to problem solving
- **Linear** – a step-by-step progressional approach to problem solving

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- **Conceptual** – prefers the world of ideas and “out-of-the-box” thinking
- **Concrete** – prefers tangible, immediate results

### 2. **Four Combinations of Styles:** Consider the following four combinations of styles. See how well this fits your two high scores in pairs:

#### **Global-Conceptual**

- Enjoys strategic thinking and is comfortable with some ambiguity in the process
- Very patient while considering many possibilities, whether realistic or unrealistic
- Wants to make certain that problem is thoroughly identified and that all aspects of issues have been discussed and considered before moving to action
- Style of problem-solving is often more intuitive than fact-based

#### **Linear-Conceptual**

- Use their imagination to solve problems, yet will be pragmatic
- Combines creativity with clear adherence to a defined process
- Utilizes creativity that has an underlying logic which they can explain
- Likes complex problems and seek to bring clearcut solutions

#### **Global-Concrete**

- Enjoys dealing with big problems and issues, but must come to practical, real solutions
- Looks to both the big picture but also real issues to guide in problem-solving
- The plan will have to have practical goals and objectives as one criteria for this group
- Good planning and hard work will mean that the plan is carried out in action

### Linear-Concrete

- Action oriented, with a plan that is practical and orderly
- Works well when problem can be fixed readily and has a sense of urgency
- Objective and pragmatic, love to fix situations that need fixing
- “Give us the facts and we will go!”

### ACTIVITY TWO: **Group Discussion** (20 min)

☒ Discussion in pairs: Start the following discussion in pairs before opening up to the entire group:

#### 1. In pairs:

- What **Intellectual Style set** do I bring to a team situation? Introduce your own style by referencing all three pairs of results (Public Contact/Detail, etc).
- In pairs, compare and contrast your results with one other person's **Intellectual Style**, noting how the two of you work together, as well as the strengths and potential liabilities you may face.
- How do the two of us work together? What strengths and potential liabilities might we face?

#### 2. Group discussion:

- What would be the implications of having a low Public Contact/high Conceptual as a team leader?
- What kind of support and help will they need?
- How did you resolve any tensions?
- What does what you have already experienced in your group or team suggest about ways to learn to listen to each other and to resolve differences in intellectual styles?

## Coming to Closure (30 min)

**Recap:** So we have walked through and handled eight Body-Building Blocks that help us gain a fresh, biblical perspective on how God has engineered Body Life.

<u>Assessments/Exercises to Utilize</u>	<u>Community Building Value</u>
1. <b>Body Life Design Team</b> concepts 1.	Establishing a biblical rationale for Body Building as a Team
2. <b>Cultural Values</b> that break unity	Identifying key cultural issues that fracture relationships and cause disunity on a team
2. <b>Life Style Grid</b>	Sharing of underlying <b>Needs</b> and differences between <b>Interests</b> and <b>Usual</b> actions
3. <b>Spiritual Gifts</b>	Identifying Spiritual Gifts strengths and sharing "Gift Liabilities"
4. <b>Team Styles &amp; Primary Stewardship Functions</b>	Expressing strengths and weaknesses plus acknowledging "who I need"
5. <b>Ministry Burden or Passion *</b>	Sharing "personal vision" in language that people can identify with enables ownership of the bigger vision
6. <b>Vital Values *</b>	Awareness and validation of personal values
7. <b>Intellectual Styles *</b>	Discussing similarities and differences in how each person processes information

### Review:

1. What concepts were most helpful for you as an individual?
2. In light of your current position, what steps do you need to take to put the biblical insights into practice? >> **Have a participant list on the flipchart.**
3. What do you still need to work on? Please specify...
4. **Let's end this brief exploration of Body-Life Teambuilding with prayer.**

## Summary of Critical Insights

**Critical Insight #1:** Seven American cultural values critically impact teambuilding.

**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:** 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 in isolation. 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:** The inherent “Integrity of the Corners” enables me to make sense of my gifts from three distinctive vantage points: Spiritual Gifts, Team Styles and Primary Functions.

**Critical Insight #6:** Your Spiritual Gifts dynamically affect your Usual behavior (Triangle Angle #1 and Birkman LifeStyle Grid).

**Critical Insight #7:** Differing Intellectual Styles is one of the 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 of the Birkman Report, but you must mine it for yourself or with your Coach.** Reading through your report multiple times will surface 3-5 insights about any individual. Each additional time through you may uncover additional nuggets. ]

## Selected Resources

All of Paul Ford's articles are available to download on the website:  
[http://www.drpaulford.org/paul\\_articles.htm](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.

"The Primary Function of Leadership." Multiple publications, 1999.

"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 Vital Values* assessment. . St. Charles, IL: ChurchSMART, 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.

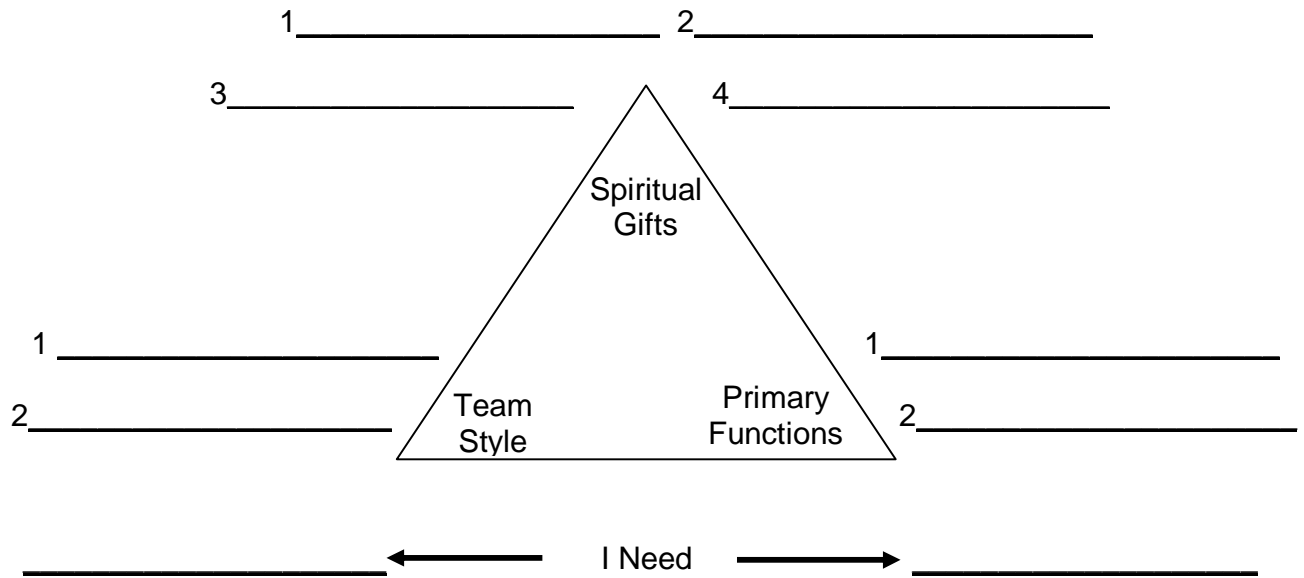
Paul Ford. "Discovering Your Blueprint for Living in Body Life Design," from *Global Mission Handbook*, Steve Hoke and Bill Taylor, editors. InterVarsity Press, 2009.

# Blueprint Summary Sheet

## Spiritual Gifts Triangle

Name: \_\_\_\_\_

Date: \_\_\_\_\_



## Birkman Lifestyle Grid


### Areas of Interest (top four)

### Organizational Focus

### Intellectual Styles

Public Contact	
Detail	
Global	
Linear	
Conceptual	
Concrete	