

Teambuilding Workshop

Utilizing the
Grip-Birkman Blueprint
and
Vital Values
Assessments



Teambuilding Workshop – Eight Body Building Parts

<u>Assessments/Exercises to Utilize</u>	<u>Community Building Value</u>
<p>#1-5 are Baseline/Required modules:</p> <ol style="list-style-type: none"> 1. Body Life Design Team concepts 2. Cultural Values that break unity 3. Life Style Grid 4. Spiritual Gifts 5. Team Styles & Primary Team Functions 	<p>Establishing a biblical rationale for Body Building as a Team</p> <p>Identifying key cultural issues that fracture relationships and cause disunity on a team</p> <p>Sharing of underlying Needs and differences between Interests and Usual behaviors</p> <p>Identifying Spiritual Gifts strengths and Sharing “Gift Liabilities”</p> <p>Expressing weaknesses and/or liabilities plus acknowledging “who I need”</p>
<p>#6-8 are Recommended modules:</p> <ol style="list-style-type: none"> 6. Ministry Burden or Passion 7. Vital Values * (Use with “<i>Your Vital Values</i>” assessment) 8. Intellectual Styles 	<p>Identifying and sharing “personal vision” in language that people can identify with enables ownership of the bigger vision because “I have a part”</p> <p>Identifying and validating personal values</p> <p>Discussing similarities and differences in how each person processes information</p>

This event utilizes the *Your Leadership Grip-Birkman Blueprint* (component level) 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

Your Ministry Team: Discovering God's Grace Together

Using the Grip/Birkman Blueprint

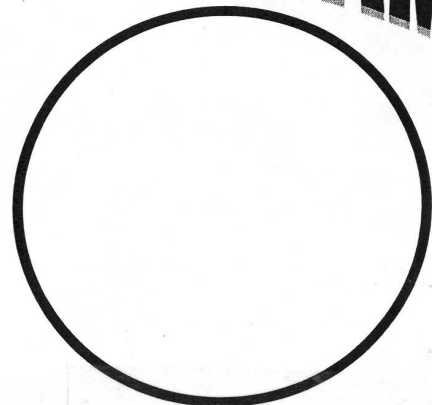
1. **Moving from I to We:** the *Body Life Design Team* concept
 - 1.1. **Body Life** means everyone is significant because of the cross. There is nothing you can do, say, write, or perform that will make you any more significant than you already are in Christ. Your significance is settled!
 - 1.2. **Design** 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)



E.g.: The Principle of the crème-filled cookie:

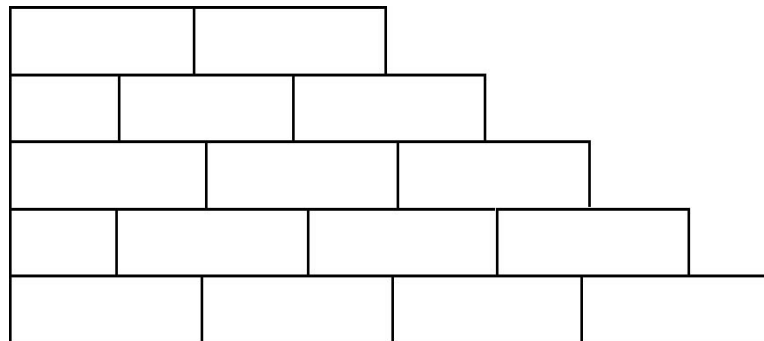
2. Stewardship 3-Step: "I," "We," and Groups of "We"

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."
 - Our Focus? #'s 1 & 2...#3 happens when 1 & 2 are happening

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...

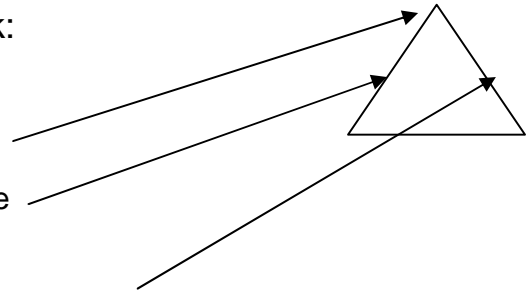


- ☒ Think of people with whom you are in a group or on a team. Write your name in the center block surrounded by the names of those team members. Who has God brought into your lives for stewardship purposes (i.e. "relationship managing")?

4. **Making a Sober Estimate (Romans 12:3)** of your own spiritual gifts and personality, your team...your staff...your team members...using

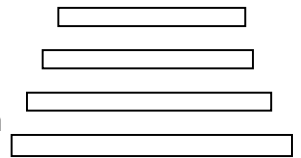
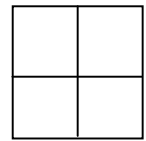
4.1. **Your Leadership Grip** workbook:

- 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 areas high on your priority list
- **Foundational colors:** your greatest value to your team
- **Intellectual style:** how you process information



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 at conversion. (see next page).

5. **Three core values** come into play, no matter where we are:

- 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)

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

Critical Insight #1: Seven American cultural values critically impact team building.
(These are not just American values any more)

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

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
 - 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 else's expense E.g.: Everybody Loves Raymond
 - 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!
- 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 life and ministry?

- Narcissism—
- Entitlement—
- Dissatisfaction—
- Sarcasm—
- The “Ladder Mentality”—
- Rebellion glorified—
- Blame—

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

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

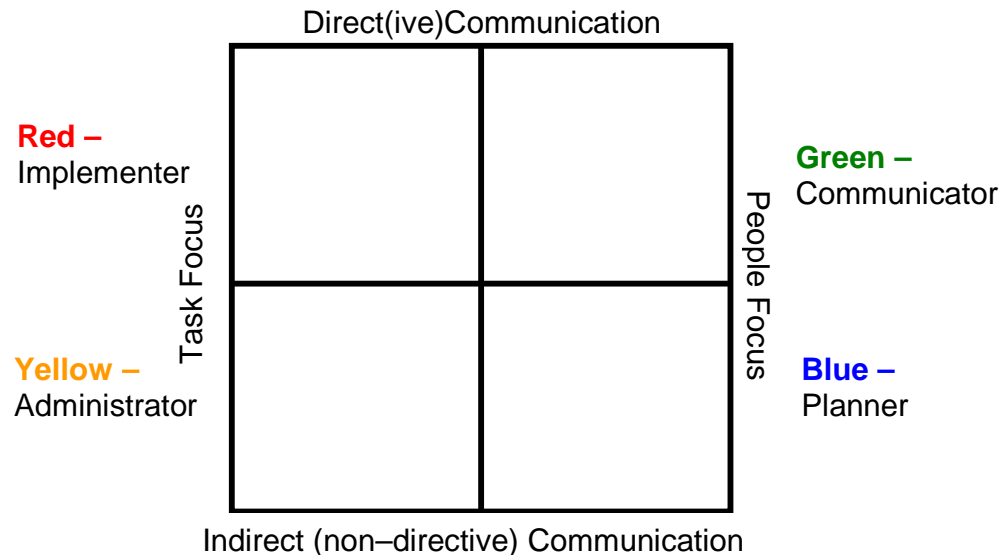
Cultural Values	Healthy Biblical Values	Scriptures
Narcissism, self centered, "I" focus	Selflessness	Philippians 2:3-4
Entitlement, "I deserve"	Giving up our rights	Luke 14:27
Dissatisfaction, "I am not happy"	Contentment in any circumstance	Philippians 4:11-13
Sarcasm	Always seeing the best	I Corinthians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

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

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

1. Understanding The *Birkman Lifestyle Grid* (25 min)

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




1.2. 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

1.3. 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

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

▪ 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

- 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

1.4 A key interpretive principle for the **Lifestyle Grid** --

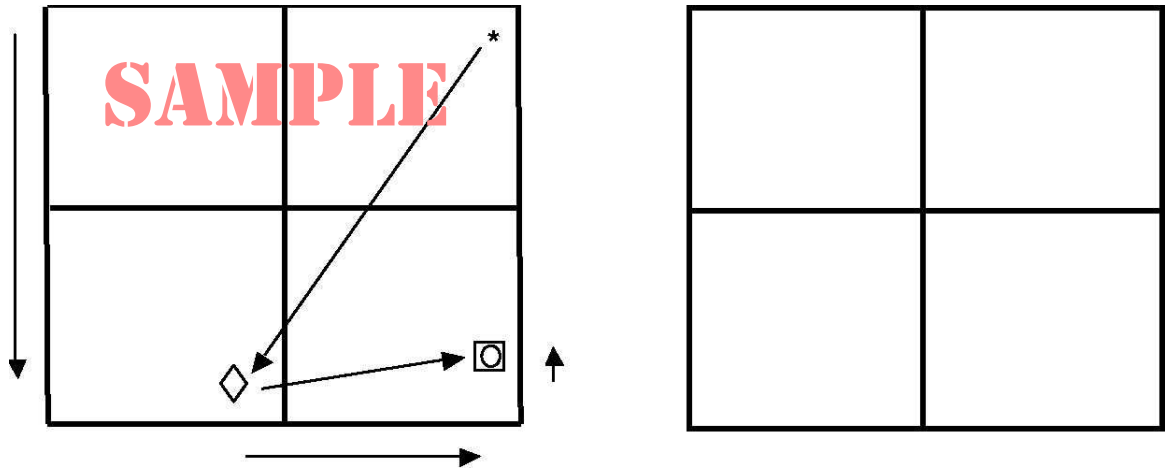
Watch the movement from:

- asterisk to diamond – how you accomplish your goals
- diamond to circle/square – what you need to function most effectively

1.5 Using the Grip Birkman Report: Note the format of the **Lifestyle Grid** 17-page report: (Notice that the pages are not numbered in the 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 Leadership Grip Summary (p 1) is often the first page
- Birkman Foursome explanation (p 2) and the Birkman Foursome (p 4)
- Intellectual Styles (p 5) and Profile Summary (p 6)
- Overview Lifestyle Grid (p 6) 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 on the next page. 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?

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.

2. Areas of Interest

- 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

Action Point 3: **The Birkman Lifestyle Grid & Areas of Interest****Lifestyle Grid:**

1. 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)?
 - **ASTERISK:** What you really want to see happen through all your efforts? *
 - **DIAMOND:** What is your Usual and most effective style of operating \diamond to produce your desired results?
 - **CIRCLE:** What do you need from others in order to successfully operate in your Usual style? How is your Need \circ different from your \diamond Usual or effective style ?
 - **SQUARE:** When your \circ Needs are not met, what Stress style \square do you show to others?
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:** Share your top two interests and a one sentence response as to the accuracy of the results of this section of your Birkman Report.

Building Block #4: Serving 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 Gift. 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

1. The Stewardship of God’s Power through me

- 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?
- 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*”).

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.

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.
- Equip or lead others powerfully in two ways:
 - **Upfront**
 - **Alongside**
 - 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*
- 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?

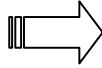
- Watch for power in their words (equipping gifts) or their actions (supporting gifts)

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?

- 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.

Action Point 4:**OYO****Make a Sober Estimate – Confirming Your Spiritual Gifts**

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

In pairs:

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)
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.
 - **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.

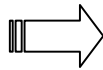
Resources: Read Ch. 6 in *Knocking Over the Leadership Ladder*.

☒ Write your Spiritual Gifts highlights onto the flip-chart.

Building Block #5: How does your Spiritual Gift Combo function in a Team setting and in Stewardship Language?

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 Gifts combo function in Team Style Language?

Debrief Discussion:

1. What primary and secondary Team Styles does your combination of Spiritual Gifts reveal? (p. 25 in *Your Leadership Grip*)
 - **Let me help you**
 - **Let's Go!**
 - **Let's be careful**
 - **Let's stay together**

Note: See the chart on 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

Do your Spiritual Gifts Fit your Team Styles?

If you look at the “Potential Spiritual Gifts” related to each of the Team Styles (*see below*), you get the idea of we are suggesting in the chart. If you have a primary and secondary Team Style, then you should find one or more of your Spiritual Gifts in that Team Style.

<u>Team Styles</u>	<u>Potential Spiritual Gifts</u>	<u>Potential Liabilities</u>
<p>Let Me Help You: Defers to others freely, does not have to take charge, wants to serve others. Generally leads from alongside.</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>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>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>Let’s Be Careful: Insist on in-depth, detail work, must consider all the facts. Leads best from alongside or front.</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>Let’s Stay Together: Team-oriented, tries to draw the group together and help it stay that way. Leads best from alongside or upfront.</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

5.2 How does your Gifts combo function in Stewardship Language?

What powerful primary equipping functions do your gifts reveal?. 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. Secondly, because of the areas where you are weak, who do you need? (pp. 30-31 in *Your Leadership Grip*)

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

☒ 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
Values Keeper	administration teacher wisdom/word of wisdom prophet discernment of spirits
Team Builder	pastor exhorter leader supporting gift: mercy
Active Listener	pastor wisdom exhorter supporting gifts: helps, mercy discernment of spirits
Vision Sharer	leadership prophet evangelist exhorter teacher
Equipping Releaser →	All equipping gifts: exhorter evangelist leader pastor prophet teacher wisdom/word of wisdom knowledge/word of knowledge
Supporting releaser 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.

Action Point 6:

Checking Your Gifts Triangle: the “Integrity of the Corners”

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 of (PSF)**.

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

☒ **Reconstructing your Summary Sheet:** Check the “Integrity of the Corners” – Make certain that the corners “fit” together:

- 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 Personality (Triangle Angle #1 and Birkman LifeStyle Grid).

The Power of the Spirit moves your Diamond, your Usual style! (15”)

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 personality and one’s supernatural gifting for ministry.

 2. You will not fully understand certain people if you rely solely on the Birkman Grid data. That is, the data will not be adequate to fully explain who they are, especially when 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.
- ☒ How does your spiritual gift influence your diamond? Take 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, direct communication, move
 - 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)... An 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)
 - Gift combinations will influence the sensitivity and effectiveness of your “dotted diamond.”
 - The length and breadth of your sphere of influence will expand with maturity and Spiritual Authority, but the angle of the arc remains the same.

Dotted Diamond Movement Based on Spiritual Gifts

In the power of the Holy Spirit, your Spiritual Gifts cause your usual style of behavior (i.e. the diamond in the Birkman Lifestyle Grid) to change. Different spiritual gifts, depending upon whether the Spirit's power is more verbal or action-oriented, task or people focused, create different movement. Below we suggest patterns as to how the Spirit might cause movement in the diamond to create the "Dotted Diamond." 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.

Gift	Range of Movement
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	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 your through discovering what the 11-components mean to you.

Building Block #6: Ministry Burden or Passion

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.
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. 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.

My Ministry Burden or Passion is:

Building Block #7: Vital Values



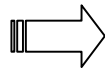
ACTIVITY ONE: Agree or Disagree?

There is a growing 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’)

☒ Share the top five high values and the five lowest values from Section A in the **Your Vital Values** assessment. Any surprises on the team?

- 1.
- 2.
- 3.
- 4.
- 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.

If the same value is high for one person and low for another, take time to talk about that difference so each can validate and affirm the other. I.e. “I can validate you even though our value is different.”

☒ Group Discussion: What impact do personal values have in your team/ group at large?

Resources: Read Ch. 6 in *Knocking Over the Leadership Ladder*.

Building Block #8: Understanding Your Intellectual Styles

ACTIVITY ONE: **Strange Conversations** (5")

Have you ever wondered how a discussion among friends can take such weird side-tracks and detours?

- ☒ Recent example:
- ☒ What was your first reaction or thought? Were you accurate?

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.

1. **Three Pairs of Categories:** Consider the following categories in the way you process information

- **Public Contact** – Concern on being with people
- **Detail** – Concern over facts, details, figures

- **Global** – Big picture is a non-sequential pattern
- **Linear** – Needs a step-by-step progression of big picture

- **Conceptual** – Enjoys the world of ideas
- **Concrete** – Moves objectively to immediate results

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

Global-Conceptual

- Like strategic thinking and are comfortable with some ambiguity in the process
- Very patient while considering many possibilities, whether realistic or unrealistic
- Want to make certain that problem is thoroughly identified and that all aspects of issue 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
- Utilize creativity that has an underlying logic which they can explain
- Like complex problems and seek to bring clearcut solutions to such

Global-Concrete

- Enjoy dealing with big problems and issues, but must come to practical, real solutions
- Look 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
- Work 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
- Balanced Scores

ACTIVITY TWO Group Discussion (20")

1. What **Intellectual Style set** do I bring to the team? 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 dynamics have different Intellectual Styles brought this team?
 - 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?
 - What would 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: We have walked through and handled **Eight Body-Building Blocks** that help us gain a fresh, biblical perspective on God has engineered Body Life.

- | | |
|--|--|
| 1. Body Life Design Team concepts | Establishing a biblical rationale for Body Building as a Team |
| 2. Cultural Values that break unity | Identifying key cultural issues that fracture relationships and cause disunity on a team |
| 3. Life Style Grid | Sharing of underlying Needs and differences between Interests and Usual behaviors |
| 4. Spiritual Gifts | Identifying Spiritual Gift strengths and sharing "Gift Liabilities" |
| 5. Team Styles & Primary Team Functions | Expressing weaknesses and/or liabilities by 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 |
| 7. Vital Values | Identifying and Validating personal values |
| 8. Intellectual Styles | Discussing similarities and differences in how each person processes information |

Review:

1. What concepts were most helpful for you as an individual? As a forming and storming team?
2. In light of your current Posture, what steps do you need to take to put the biblical insights into practice? [list on the flipchart]
3. What do you still need to work on? Please specify...

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: **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 #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.

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.

Critical Insight #6: Your Spiritual Gifts dynamically affect your Personality. (Triangle Angle #1 and Birkman Style 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 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

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.

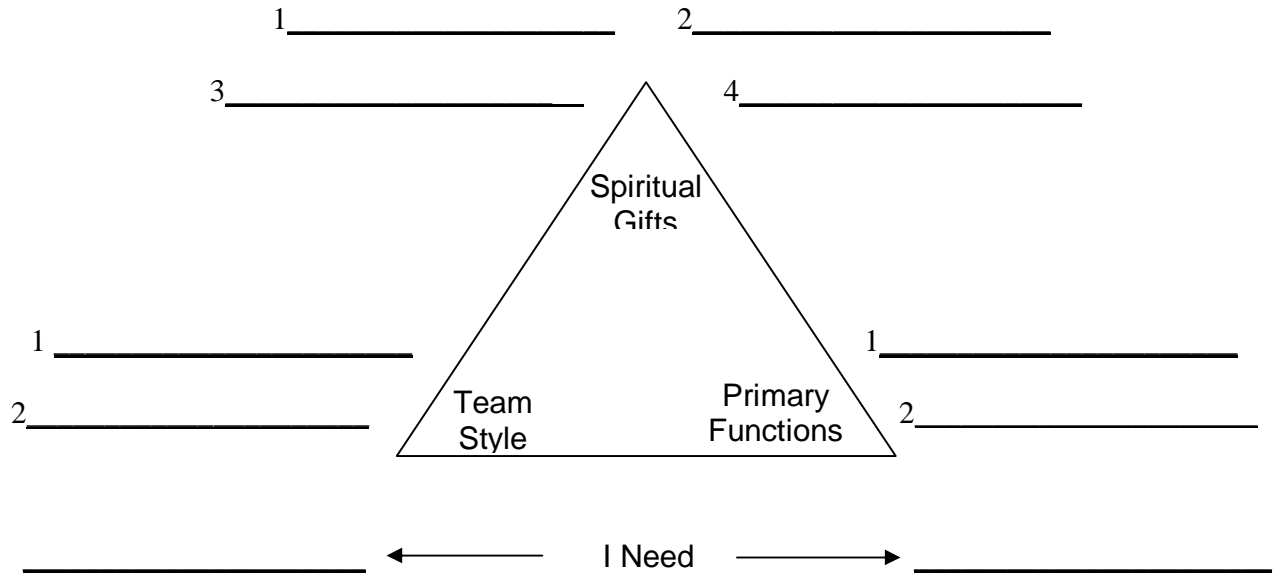
Paul Ford. "Discovering Your Blueprint for Living in Body Life Design," from *Global Mission Handbook*, Steve Hoke and Bill Taylor, editors. InterVarsity Press, 2009.

Blueprint Summary Sheet

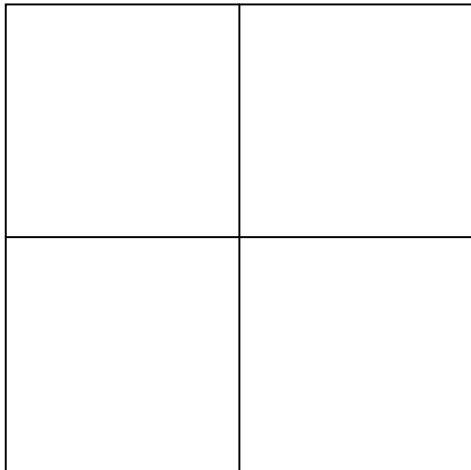
Spiritual Gifts Triangle

Name: _____

Date: _____

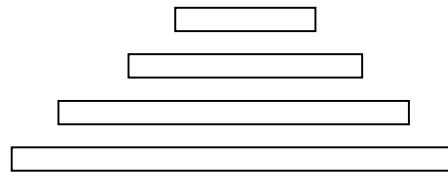


Birkman Lifestyle Grid



Areas of Interest (top four)

Organizational Focus



Intellectual Styles

Public Contact	_____
Detail	_____
Global	_____
Linear	_____
Conceptual	_____
Concrete	_____