

A SIMPLE GBB COACHING FORMAT FOR WORKING WITH COUPLES

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Coaching through the GBB with couples presents unique challenges as well as distinctive opportunities for their growth. The following insights have come to me in coaching couples and talking with others who have coached couples over the last year or so.

ASSUMPTIONS:

1. You are dealing with two people who take the 'one flesh' aspect of marriage seriously – God has brought them together on purpose and divorce is not a viable option. Therefore it is valid to look for God's purpose in bringing these specific two people together. (Gen.2:24; Mt.19:4-6; Mk.10:6-9)
2. With couples there may be a mooshing of Spiritual Gifts between them.
3. Two basic approaches with couples:
 - a. Couples as part of a larger team – look at their understanding and insight from each other as a microcosm of team relationships.
 - b. Couples as *the* team – look at what is missing especially in Team Styles and leadership/Stewardship to know what to look for from 'outside'.

Format: I like the format suggested when I did the coaches training – Me > We > Spirit. With a couple the 'Me' in particular takes on a broader meaning that encompasses the two together in the one flesh relationship. This does not, however, minimize the individual, but rather recognizes the supplement-complement nature of a *Christian* marriage relationship. Preparation therefore involves preparing for individual coaching, then anticipating input from the spouse.

Time: When the coaching is done in preparation for a larger team event, some things will not necessarily be dealt with in as much detail as when no team event is to follow. In Portugal we had 1½ hours per couple, which was enough to prepare for the larger team meeting, but would not have been enough if a lot of detailed explanation was needed. It is good when no team event is planned to have plenty of time to explain and answer questions regarding the Birkman reports and the Spiritual Gifts Triangle.

COACHING FORMAT FOR COUPLES

1. ME

1.1. Areas of Interest

1.2. Lifestyle Grid

1.2.1. * = Interest (unseen) – what you want to see accomplished

1.2.2. ◇ = How you do it (seen) – note distance: Do people misunderstand you?

1.2.3. ■ = Needs/Stress (unseen/seen) – What needs to happen to have your needs met in a healthy way? How can you (or your spouse) best communicate this?

2. WE

2.1. Organizational Focus – What do you/you all contribute? need?

2.2. Intellectual Styles

3. **SPIRIT** – extra time may be needed if the online process was not completed.

- 3.1. Top – How would you describe your Gift moosh? Where do you see God working powerfully in you? Is this in your ‘natural ability’ or does the Holy Spirit pull you out?
- 3.2. Team Style – How do your gifts play in? Where are you strongest?
- 3.3. Primary Stewardship Functions – How do your gifts play in?
- 3.4. Dotted Diamond – How does this change you?
- 3.5. Integrity of the Corners – a further step in sober estimation

4. BIRKMAN REPORTS

- 4.1. Coaching Page – note especially any asterisks.
- 4.2. Guide Pages
- 4.3. Questions on any other reports. They receive in particular Strengths and Needs Graph (12 pp.) and Stress Pages (8 pp.)

5. ADDITIONAL QUESTIONS – time permitting, if needed and not covered elsewhere

- 5.1. What surprised you most about your spouse? Yourself?
- 5.2. What ongoing patterns of communication and behavior do you now have better understanding of? In what ways can you begin to apply these new discoveries?
- 5.3. What is one specific way you can take responsibility to communicate a need? Meet a need?
- 5.4. What is one thing you can do to positively meet a need for your spouse?
- 5.5. What new understanding of your spouse’s stress behavior do you now have? What can you do when you see that?
- 5.6. How can you better affirm your spouse’s natural wiring and supernatural empowering?
- 5.7. What tensions might you experience in noting your differences? How can you productively deal with those tensions?
- 5.8. In what area(s) do you need to free your spouse to be who God made them? What expectations may need to change?
- 5.9. What ‘invisible’ areas of your spouse’s goals and needs have now become more visible to you? What will you do about that?
- 5.10. What new understanding of your stress behavior do you have, if any? What can you do to address your underlying needs to that you can function in your usual style rather than your stress style?
- 5.11. What spiritual gifts are missing on your team, if any?
- 5.12. Is there one team style or primary leadership function that is lacking on your team?
- 5.13. What is one way (or more!) you can affirm each other through your gift and personality results?
- 5.14. What is the most obvious color on the lifestyle grid that you share as a team in the diamond or usual style area? Need area? As a team what color do you lack in the usual style area?
- 5.15. What is one thing that I could do for you to meet your underlying needs, that I am not presently doing, that would relieve your stress and bring joy?

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