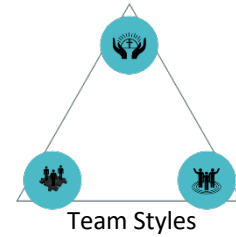


Get a Grip #6: Supernatural “We”: Your Spiritual Gifts in a Team Setting



“Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.” (Ecclesiastes 4:9-10)



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



CORE
BELIEF

Team Styles and Body-Building Roles focus on body life rather than individual assessment. This helps each one of us discern how we fit into the body, rather than simply evaluating our individual strengths.

Remember we think about our gifts in three sets of descriptive language:

Gifts language,
Team language and
Body-building roles language.



The Second Angle: How does your Spiritual Gifts Combination Function in Team Language?

Team Styles reflect our spiritual gift combinations, including the strengths and liabilities we bring to any team or group in which we participate.

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

- **Let’s be careful** – desires to do things correctly, detailed, careful
- **Let’s go!** – desires to lead people somewhere, positive view of change
- **Let me help you** – desires to come alongside wants to serve, equip
- **Let’s stay together** – desire unity with sensitivity, values harmony

Understanding Your Team Styles

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



Reflecting on Your Team Styles

In groups of three or four, answer the following questions using the chart above:

1. What is your **Primary Team Style** (left column), and are you more powerful upfront or alongside in the way you train or support others? What is your **Secondary Team Style**?
2. What **Spiritual Gifts** are confirmed in those Team Styles? (middle column)
3. What **liabilities** do you "bring to the table"? (right column)
4. What other Team Styles do you need to make you stronger?
5. Which Team Style threatens you the most (most commonly your lowest *Team Style* because they have what you do not have, OR your highest *Team Style* because they are a threat...too much like you!)?

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

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

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

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

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

Remember to ask the questions:

- How is the Spirit powerful in you?
- Where are you weak?
- Who do you need?

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



Take the time to record the lessons you have learned from this section in your "Reflection Journal."



