



Get a Grip #9: Your Dotted Diamond: Integrating the Natural and Spiritual “I”



He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ. To this end I strenuously contend with all the energy Christ so powerfully works in me. Colossians 1:28-29



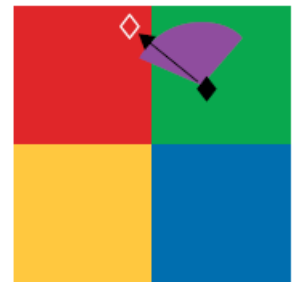
Your Spiritual Gifts can dynamically affect your Usual behavior, and can be depicted by showing how each gift moves the Diamond on the Birkman Map. We call this the “Dotted Diamond.”

[NOTE: Be sure to refer to the article and video at <http://www.gripbirkman.com/dotted-diamond/>]



Discovering your “Dotted Diamond”

Did you know that in the power of the Holy Spirit your Spiritual Gifts may actually influence and shift your Usual behavior (personality)? Using the Diamond symbol from the *Birkman Map*, which represents your Usual style in your personality, we can depict visually what happens when you use your Spiritual Gifts - that is, when the power of the Spirit rises up within you. We call it the "Dotted Diamond."



Following the dotted line, in what direction does your behavior Diamond move?

Defining the “Dotted Diamond”













The “Dotted Diamond” is the shift in your Usual Style to a possible new location, caused by the power of the Holy Spirit working in you. It reveals how your Spiritual Gifts can change the nature and pattern of your behavior in the power of the Spirit. The “Dotted Diamond” is the key linkage between the Birkman Map and the Spiritual Gift Triangle, depicting one’s natural behavior and one’s supernatural gifting for ministry.

Exploring your Dotted Diamond

Look for the following general patterns in the influence of gifts on your usual, natural behavior:

- Equipping Gifts usually cause an upward movement toward more extroverted behavior.
- Equipping Gifts, if they are action-oriented (i.e. evangelism, prophecy), may cause movement toward the left or Task. Equipping Gifts that focus on loving people may cause movement toward the right or People (pastoring). Several gifts move both toward Task and People (leadership, exhortation).
- All Supporting Gifts cause downward movement, from Extroverted to Introverted behavior as they employ more indirect interaction (e.g. administration, service, giving, helps, mercy).
- Supporting Gifts may also move toward Task, with the power showing in one’s actions (administration or service), or toward People (helps or mercy).

Discerning your Dotted Diamond

Gift	Range of Movement
Equipping Gifts	
Discernment	Deepens effect; but no directional movement
Evangelism	
Exhortation	
Faith	Extends range of movement of other gifts and increases intensity
Leadership	
Pastoring	
Prophet	
Teaching	
Word of Wisdom	
Word of Knowledge	
Supporting Gifts	
Administration	
Giving	
Helps	
Mercy	
Service	

How does your Usual style change when the power of God rises up through your Spiritual Gifts? The arc indicates or suggests the general direction in which the Diamond will move (as in a dotted line toward a new position or place on the **Map**) in the power of the Holy Spirit. Putting together the range of movement possible in the blending of your combined Gifts reveals how the Spirit powerfully uses you in ways that may be different from the natural you than just your Usual style.

In what direction does the Dotted Diamond move and why?

How far does the Dotted Diamond move (related to the distance and intensity of the Gift blending) ?

Dotted Diamond Movement Based on Spiritual Gifts

On the grid below, place your **Diamond** where it is on the Birkman Map, and then pencil in the movement of your top four Spiritual Gifts:

Referring to your flipchart Summary Sheet, be ready to suggest the movement of the “Dotted Diamond” as you see it in your Gifts on your Birkman Map.

- How do your Spiritual Gifts influence your diamond?
- How have you experienced this on your team?
- What are the implications for team work?
- What does this concept of the “Dotted Diamond” suggest for individuals and for building effective teams?



Write your own “User Manual”

Using the outline on the following pages, design a coaching page to share with your supervisor or team leader. (Another copy of the blank form is in the appendix.)



Your Personal User Manual

Now that you have a better understanding of yourself and how you view others, use the outline on the following page to write your own “User Manual” to share with your supervisor and others with whom you relate in your work or ministry. These categories help ensure your colleagues (and you) understand not just who you are, but how to engage with you most productively.

We suggest organizing your thoughts with no more than four or five bullet points under each category and keep your outline to no more than one page in length. Be sure to include information you consider most important from both *The Birkman Method* and *Your Leadership Grip* reports to describe your personality, strengths, values, and workplace desires.

As you outline your manual, look back over your Grip-Birkman reports and consider these questions:

- Which activities energize me and which deplete me?
- What are my unique abilities, and how do I maximize the time I spend expressing them?
- What abilities or strengths can only be explained by my spiritual gifts?
- What do people misunderstand about me, and why?

Organize your personal “User Manual” using the outline on the following page. Although several points may overlap between sections, try to remain concise and specific.

User Manual for



As you might be aware, I have recently spent time with a Grip-Birkman coach. Here is a summary of some of the most important things I have learned about myself and how you can help me to be my most productive self.

1. My Strengths and Gifts

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2. What motivates me

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3. How to best communicate with me

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4. Things that may cause me stress

-

5. How to help me be effective

-

6. Biggest mistakes you can make with me

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