



Grip-Birkman Pre-Coaching Prep Worksheet

Step 1: Print out your entire Birkman Report, single sided—to give you room for taking notes (in color if possible). Read through your entire Birkman Report carefully, **highlighting** any words and phrases that describe you accurately. Line-out in pencil any words or phrases you think are not quite accurate descriptions of who are, how you act or react. Don't be concerned about number or scores which will be explained in our conversation.

Step 2: Personality

Read your Birkman Report carefully and respond to the following questions.

What words or phrases in your profile description best describe you?

*In 100 words or less, write an **overview statement** that captures your best explanation of the unique combination of your personality (Birkman Report) and Spiritual Gifts... (Your Leadership Grip), and passions.*

*What words or phrases do you find confusing, or you are unsure of how well they apply?
Who could you talk to about this to get another perspective?*

What words or phrases do you believe don't apply to you? Line-out those words for now and concentrate on the parts you do think apply to you.

Identify three or four questions arising from your report that you would like to discuss in detail.

Step 3: Strengths

A list of your strengths or natural abilities are actually “signature themes of talent” that can become a strength when you combine the right kind of knowledge with the right kind of experience. Glean any descriptions of your top five strengths from your BIRKMAN report. The best description of them will be under the Usual Behavior characteristics of your Diamond symbol on the Birkman Map.

List what you know to be your top 5-10 natural abilities or strengths.

Give an example of how you are using one or more of these strengths in your personal life, and your work or ministry life.

Choose at least one of your “signature themes of talent” from your report. How you have you added knowledge and/or experience to help turn this into a strength?

Step 4: Spiritual Gifts

Review your top four spiritual gifts. Think of a recent time when you had opportunity to use one of your spiritual gifts. Picture who you were with, what you were doing, and the results or impact of your ministry.

- ☒ **Write a blend statement of your top four Spiritual Gifts**, using only the four Gifts names, write one sentence that accurately describes how your Spiritual Gifts blend together when you are ministering effectively:

Example: *“I am an encouraging teacher that loves to design learning systems (administration) that help people grow (faith).”*

I am a...

- ☒ **Write a blend statement of your top two Team Styles**, using the team styles names in one sentence that accurately describes how your Team Styles work blend together in a team setting:

Example: *“I am a Let Me Help You Stay Together” team player.*

I am a... team player.

- ☒ **Write a blend statement of your top two Body Building Roles**, using only the two role names in one sentence that accurately describes how your Spiritual Gifts blend together and function in the larger Body of Christ:

Example: *“I am an Active Listening Values Keeper.” Or “I am an Equipping Releasing Team Builder.”*

I am a...

Briefly describe the setting in which you have recently used the gift of _____.

Based on this experience, respond to the following:

I felt a deep, inner sense of fulfillment while using this gift; this is part of what I was made to do.

Not true 2 3 4 Very true
1 **2** **3** **4** **5**

I have experienced God’s favor using this gift; I have seen fruit from this kind of service.

Not true 2 3 4 Very true
1 **2** **3** **4** **5**

I have received feedback from other people who affirm the presence of this gift in my life or sense the Holy Spirit working through me when I’m using this gift.

Not true 2 3 4 Very true
1 **2** **3** **4** **5**