

Frequently Asked Questions

For Coaches

Question: Why are we creating an MOU? What problem are we solving?

Answer: Our heart is to create clarity. In our history, lack of consistency and implied (but never stated) expectations led to confusion, frustration, and even broken relationships. Our goal is for coaches and those taking the assessment to have a consistent, positive experience.

Question: How can I find out about ways to contribute to the community?

Answer: Be proactive. So many of you have outstanding skills which would enhance our community's ability to build unity in the Body of Christ. If you would like to do a webinar, an interview, an article, or just connect with like-minded thinkers for a conversation, reach out! We want to connect you consistently to the right people where the relationship is mutually beneficial. Contact Larry Gay (larrygay@gripbirkman.com) or John Blake (johnblake@gripbirkman.com)

Question: Why is there a price increase?

Answer: With our relationship with Birkman®, we must engage in contract negotiations every 2 years. Each time we prayerfully approach how we can model Christ to our Birkman® colleagues, and prayerfully are open-handed with our relationship. God continues to provide favor, and though we are experiencing an increase, we continue to be significantly below the price for Birkman® in the marketplace.

Question: I'm not familiar with Here's What I Think of You. What is it, and why are we adding it in?

Answer: We believe Spiritual Gifts are best discerned through interaction with the Body of Christ. Here's What I Think of You is an opportunity for 3-5 individuals to speak into a person's live, describing how they see God powerfully use that individual. It is a wonderful tool to affirm the Holy Spirit in a person. We will be providing introductory learning videos and tools for Coaches and Trainers who may not be familiar with the tool.

Question: It feels like Grip-Birkman is trying to take over some of the relationship with those I'm coaching. Is that true?

Answer: Yes and no. Yes, we want to become more visible as their ongoing support and a place where they can turn for questions and further understanding. We want them to know that they are a part of a wonderfully deep community of passionate Body Builders who have taken- and who are committed to the paradigms taught in- the Grip-Birkman. No, however, we do not want to take the relationship from you. As the coach, you will always have a unique role in their Grip-Birkman journey, and we do not want to diminish that, rather support you as you build that with them.

Question: It feels like there is a philosophical shift happening around our coaches training, and who should attend. Is that correct?

Answer: Yes. We have historically had Coaches Training as a venue where people could be introduced to Grip-Birkman. It could be a wonderful self-discovery time, and it would often provide outstanding



results in this arena. Our conviction, however, is that we should focus the coaches training on individuals who are ready to coach individuals and teams to build unity in the Body of Christ. This means we want them to have had an experience (being coached or in a team build) prior to the coaches training. This introductory coaching will not be the responsibility of the trainer. If the trainer would like to participate in that coaching, it will always be available to them.

Question: How can I get my Birkman® subaccount?

Answer: More information will be shared about this soon. We are finalizing the details with Birkman® and will let you know.

Question: What reports will be available to me in my Birkman® subaccount?

Answer: There are over 50 reports now available to you. They include:

Accountability***	Managing your time***	Your strengths***
Biggest mistakes others can make with you***	Motivating you***	Birkman Map***
Coaching Relationship	Organizational fit***	Interests
Handling Commitment***	Relational disrupters***	Career Exploration
Handling Conflict***	Team player***	Job Families / Job Titles
How to incentivize you***	Trust***	Some basic info about you
How to talk to you***	The effect of interests on your work***	Understanding Interests
How to work with you***	Your leadership style***	Understanding the Map
How you approach interviews	Your learning style***	Your relationship with partner
How you influence others***	Your possible ineffective tactics***	Your relationship with child
How you handle others	Your possible challenges ***	

*Note: *** indicates a report where a Group Report is also available. These are subject to change based on Birkman's® discretion.*

Question: If I have concerns or questions about the MOU, who should I reach out to?

Answer: John Blake. His cell is 253.347.7258, and email is John.Blake@gripbirkman.com