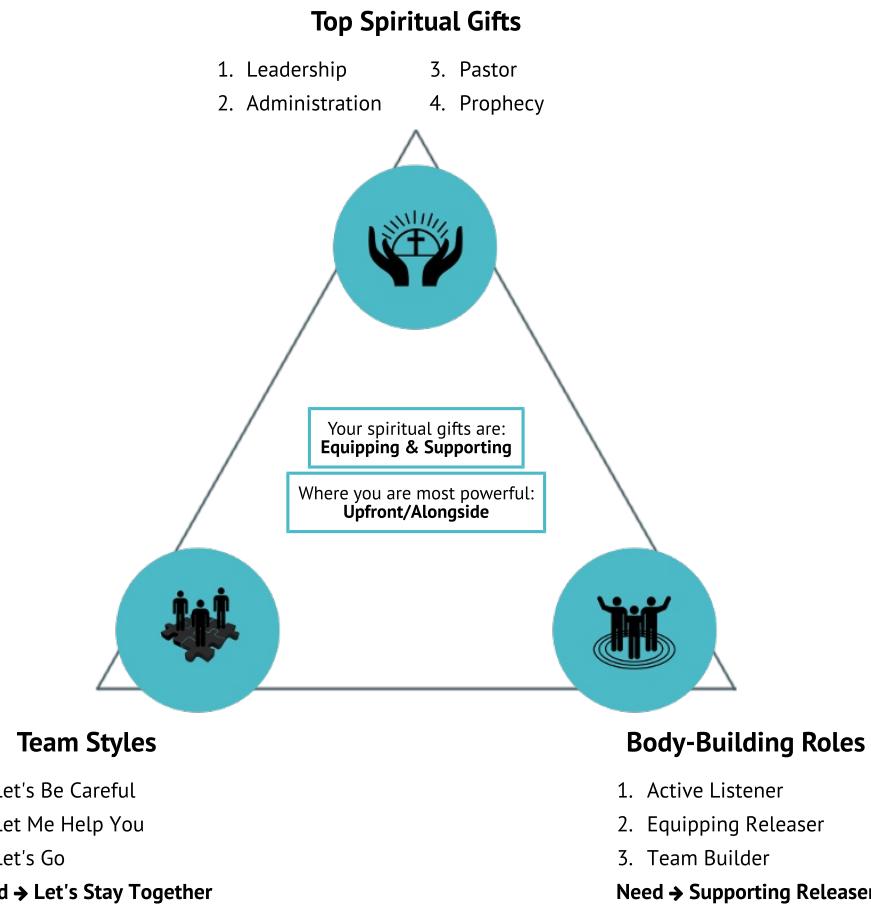


## Your Leadership Grip Summary, Dave Young

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Congratulations! You've completed all of the questions in the your Leadership Grip Report. Now, we invite you to reflect and further discern how God works powerfully through you in the context of relationships. Remember, God has designed us to live in unity so that more people will know Jesus (John 17:21). As you go through the following steps there are several questions and tools to help you discern how God has created you and how you can live out who He designed you to be. This will take some time but it will be worth it. Remember you are fearfully and wonderfully made, and we are all in a discernment process!



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## Leadership Grip Summary Report, Dave Young

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### Double-checking Your Spiritual Gifts

Four questions are listed here to do a **Double-check** and make a sober estimation of your top six spiritual gifts, for the purpose of identifying your TOP FOUR gifts, in order of strength. Note, from the beginning that you may change the order, and that it's okay.

1. As you read through the gift characteristics, place a small check by those that you feel describe you well.
2. Now complete the same process for the gift liabilities.
3. How do you see these gifts evidenced in your life?
4. What activities which coincide with the above information bring fruit and joy in your life?

### Top Spiritual Gifts

### Discernment of Spirits

*Definition:* The supernatural ability to determine whether a certain action has its source in God, man, or Satan.

### **Gift Characteristics**

### **Gift Liabilities**

1. Able to discern the source of a message or special word as being from God or Satan.
2. Able to discern a person's spiritual motivation to be from God or Satan.
3. Have a profound sense of the spiritual realm, often sensing things in the spiritual realm that others simply do not experience.
4. Often able to help others discover the spiritual source of their problems.

## **Leadership**

*Definition:* The supernatural ability to provide inspiration and direction in such a way that people work together to fulfill God's purposes.

### **Gift Characteristics**

1. Conducts the orchestra, involving each person meaningfully in the symphony.
2. Discerns vision and direction for the overall process, the big picture.
3. Shares vision and effectively involves others in completing the task.
4. People may look to this person for direction, even if not identified as the official leader.

### **Gift Liabilities**

1. May forget how much they need others to understand and carry out the specifics of the vision.
2. May become insensitive or "use" people to carry out specific parts of the vision.
3. May become overly dominant or demanding.
4. May become prideful of their position or power.

## **Pastor**

*Definition:* The supernatural ability to care for, feed, and protect the long-term spiritual needs of individuals or groups.

### **Gift Characteristics**

1. Able to provide care, spiritual nourishment, and protection for people over an extended period.
2. More person-centered than task-centered.
3. Derive great strength from encouraging and verbally supporting others.
4. Usually counsel and guide many people, whether or not they have had training to do so.

### **Gift Liabilities**

1. May be protective of people and create a situation where people become too dependent on them.
2. May have a difficult time saying "no" to others, often at the expense of their families/close friends and their own physical, emotional, and spiritual well-being.
3. May be indecisive because of the strong desire to be sensitive to others.
4. May struggle with releasing people to grow beyond their control -- more so than any other equipping gift.

## **Administration**

*Definition:* The supernatural ability to provide organization for the goals of the body of Christ by designing and carrying out an efficient plan of action.

### **Gift Characteristics**

1. Like a navigator on a ship, they plot the course, handing it back to the captain who then involves the crew.
2. Putting the details into a plan of action.
3. Tend to be more task- and detail-centered than people-centered, often

### **Gift Liabilities**

1. May view people as "task completers" rather than people.
2. May be unresponsive to others' suggestions and changes in plans they have made.
3. May overly rely on their well-organized plans rather than the Spirit and prayer.

linear planners

- Focus on the detailed implementation, rather than the "big picture."

- May be too careful and block the overall vision with their many specific details.

## Mercy

*Definition:* The supernatural ability to show empathy and compassion for those who suffer physically, emotionally, or spiritually.

### **Gift Characteristics**

- Show sincere kindness and compassion to those in need.
- Reveal love in action to those who are hurting, ill, or downtrodden.
- Often drawn to those who may be outcasts or outsiders.
- Attempt to relieve people's suffering.

### **Gift Liabilities**

- May be too protective of the person(s) for whom they care.
- May identify too strongly with someone hurting or ill, without realizing it.
- May base caregiving decisions on emotion rather than reason.
- May have great difficulty saying "no" to needs.

## Prophecy

*Definition:* The supernatural ability to proclaim God's present and future truth in such a way that the hearers are moved to respond.

### **Gift Characteristics**

- May speak forthrightly about present situations, or may challenge people by speaking about a future event ("forthtelling" and foretelling).
- Proclaim timely, urgent messages from God with authority, calling people to action.
- Uncompromisingly calls people to repent or receive strong encouragement.
- Pleads the cause of God and calls out change.

### **Gift Liabilities**

- May preach gloom and despair that is not from God.
- May experience pride and self-centeredness growing out of the authoritative nature of the gift.
- May move from Spirit-led indignation into fleshly anger without realizing it.
- Can be too blunt.

After reflecting on the gift characteristics and liabilities, confirm or re-order your list of TOP FOUR Gifts in order of strength:

1. Leadership

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2. Administration

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3. Pastor

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4. Prophecy

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## **Double-checking Your Team Style With Your Spiritual Gifts**

The following chart is included here to help you see which potential Spiritual Gifts most often relate to each Team Style, and to reference the potential liabilities. Team Style is the translation of your spiritual gifts combination into the power and value you bring to groups and teams.

### **Team Style**

#### **Let's Be Careful:**

### **Potential Strength**

- Insists on accurate, in-depth and detailed work
- Considers all the facts

### **Potential Liability**

- May often be critical of others and their ideas
- May stay too close to

Insists on in-depth, detail work, must consider all the facts. Leads best from <b>alongside or front</b> .	before making a decision • Analyzes the details carefully before acting • More concerned about cost-effectiveness than vision	their outline • May be too rigid, adhering to the "letter of the law" • May be controlling
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**Gifts:** Administration, Discernment of spirits, Word of Knowledge, Prophecy, Teaching, Word of Wisdom

### Team Style

#### **Let Me Help You:**

Wants to serve others, defers to others freely, does not have to take charge. Generally leads from **alongside**.

**Gifts:** Evangelism, Exhortation, Giving, Helps, Word of Knowledge, Word of Wisdom, Leadership, Mercy, Pastoring, Service

### Potential Strength

- Provides purposeful encouragement
- Likes to discover new direction together
- Prefers risking with others
- Desires unity of purpose and prefers shared process

### Potential Liability

- May not be directive enough at times
- May be too nice: no clear answers emerge
- May have a hard time saying "No."
- May not know when to stop helping and release

### Team Style

#### **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**.

**Gifts:** Evangelism, Exhortation, Faith, Leadership, Prophecy, Word of Wisdom

### Potential Strength

- Sees opportunities to start new things and initiate new ministries
- Likes to set direction to push new frontiers
- Tends to be open and direct in communication
- Often intuitive; willing to ask hard questions

### Potential Liability

- May not listen well
- May challenge others inappropriately
- May challenges others without all the facts
- May be less people-sensitive when vision driven

### **You will most likely need:**

#### **Let's Stay Together:**

Team-oriented, tries to draw the group together and help it stay that way. Leads best from **alongside**.

**Gifts:** Exhortation, Helps, Mercy, Pastoring, Word of Wisdom

- Seeks to build unity among group members
- Leads with a relational focus and pursues others
- Attentive to group process, facilitates the involvement of others
- Willing to compromise to maintain group unity and cohesion

- 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; avoids conflict
- May remain non-directive even when another role is needed

### **Questions to Consider**

1. Which of the above liabilities can you clearly identify in your life?
2. Do the spiritual gifts you believe that you have appear in your primary and secondary (and possibly third) Team Styles?
3. Think back to previous teams you have been a part of. Were you most effective alongside or upfront? Does that further confirm your primary and secondary Team Style?
4. What spiritual gifts are confirmed through identifying your primary and secondary Team

Style?

5. To better understand the Team Style combination, try putting them into a sentence. Here are two examples; When God's Spirit works powerfully through my gift blend in the body people see me as a Let's Go Carefully person. Or Let's stay together as I help you. What added insights does this provide for you?

### Changes?

If you discover that, upon reflection, you would make a change in the order of your Top Three, show that change by changing the numbering order.

If your changes do not match up exactly with your Body-Building Roles, it may be because of how your set of Spiritual Gifts interact within your gift combination. Sober estimation is now the key for evaluating and discerning how God uniquely designed you.

### List Top 3 Team Styles

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Note:** If you changed your order on this set, while **Double-checking**, use this revised list to reflect the new order.

### Double-checking Primary Body-Building Roles With Your Spiritual Gifts

Your Body-Building Roles reflect your spiritual gift combination indicating how you can most effectively grow the Body of Christ. As with Team Styles, this is not different spiritual gifting, rather it is a new way of presenting how your combination works together.

<b><u>Body-Building Roles</u></b>	<b><u>Potential Strength</u></b>	<b><u>Potential Liability</u></b>
<b>Active Listener - vigorous watcher</b>  Actively listens for vision and passion residing in team members. Encourages most powerfully from <b>Alongside</b> .  <b>Gifts:</b> Administration, Discernment of spirits, Exhortation, Helps, Mercy, Pastoring, Word of Wisdom	<ul style="list-style-type: none"><li>• Listens for ministry burdens or passions, team unity issues or problems</li><li>• Tends to ask questions long before giving answers</li><li>• Encourages two-way communication</li><li>• Causes people to believe they are heard when expressing vision or concerns</li></ul>	<ul style="list-style-type: none"><li>• May lose "big picture" view</li><li>• May focus too much on the individual over the team</li><li>• May lose momentum on Body Life engagement</li><li>• May struggle with action-focus</li></ul>
<b>Equipping Releaser - training coach</b>  Prepares and releases others to play their God-designed parts. Enables powerfully from <b>Alongside or Upfront</b> .  <b>Gifts:</b> Evangelism, Exhortation, Word of Knowledge, Leadership,	<ul style="list-style-type: none"><li>• Invests in or trains others, and then releases them to play their God-designed roles</li><li>• Provides or directs others to needed training to help fulfill their ministry identity</li><li>• Prepares, mends, and mentors others to fulfill their God-designed</li></ul>	<ul style="list-style-type: none"><li>• May release but not equip</li><li>• May equip, then not release</li><li>• May push people too fast</li><li>• May get tunnel vision—thinking that training is the solution to everything</li></ul>

Pastoring, Prophecy,  
Teaching, Word of Wisdom

purpose

- Able to encourage the best in others, validating them to play their parts

### **Body-Building Roles**

#### **Team Builder - community connector**

Gives priority to the people no matter what the process; unity is always a priority. Leads most effectively from **Alongside**.

**Gifts:** Exhortation, Helps, Leadership, Mercy, Pastoring, Word of Wisdom

#### **Potential Strength**

- Builds partnerships for the tasks at hand, giving priority to relationships in the process
- Focuses on relational quality control rather than task quality control
- Provides a context of belonging for others in the group or team
- Intentionally works at building unity on the team

#### **Potential Liability**

- May get too caught up in internal team dynamics
- May include people without considering consequences
- May lose missional focus
- May lose balance needed between love and truth

### **You will most likely need:**

#### **Values Keeper - systems guide**

The standards bearer-- focuses on quality in the process; establishes guidelines and provides accountability. Equips most powerfully from **Alongside**.

**Gifts:** Administration, Discernment of spirits, Prophecy, Teaching, Word of Wisdom

- Keeps the team on track with its stated priorities and values
- Desires carefulness in plans and performance
- Manages process and details in administration, planning and controlling
- Less likely to initiate vision, but is able to establish signposts to track that vision

- May tend to over-focus on content or process vs. people
- May become too concerned with excellence or quality
- May fail to include others if they feel integrity is threatened
- May be overly critical of other people's ideas for change

#### **Vision Sharer - picture painter**

Powerfully shares vision and values, and builds ownership of the vision. Leads most effectively from **Upfront or Alongside**.

**Gifts:** Evangelism, Exhortation, Leadership, Prophecy, Teaching

- Makes sure the vision and direction is clearly set
- Able to communicate the vision detected from the leader or leadership team
- Draws vision and people together in a way that produces fruit in carrying out the vision
- Enables others to believe they can contribute to fulfilling the vision

- May drive the vision and lose touch with team members
- May try to sell or persuade instead of listening to Spirit
- May lose the importance of the details of the vision
- May miss people's needs and appear insensitive

#### **Supporting Releaser - servant supporter**

Provides the supporting functions releasing others to ministry. Enables most powerfully from **Alongside**.

- Enables others to play their role/part by providing support services
- Enjoys doing support-tasks that enable others to fulfill their gifted ministries
- Enjoys the process of

- May hang onto a specific role instead of releasing
- May fulfill function to gain acceptance or recognition
- May have a hard time saying "No"
- May get frustrated when

**Gifts:** Administration, Giving, Helps, Mercy, Service

- Enjoys the process of freeing others to minister (?)
- Works behind the scenes to help ministry get done

support function is overlooked and feel undervalued

### Questions to Consider

1. Do the definitions and the functions listed in your Body-Building Roles fit you?: double check!
2. Do the spiritual gifts you believe that you have appear in your primary, secondary and third Body-Building Roles?
3. Seeing what you are seeing in this sober evaluation would you change the order of your Body-Building Roles as they are listed? Would you move any up higher than they are presently listed?
4. Reflect on ways that you have seen your Body-Building Roles in ministry. Are these areas of joy and fruit for you?

### Changes?

If you discover that, upon reflection, you would make a change in the order of your Top Three, show that change by changing the numbering order.

If your changes do not match up exactly with your Team Styles, it may be because of how your set of Spiritual Gifts interact within your gift combination. Sober estimation is now the key for evaluating and discerning how God uniquely designed you.

### List Top 3 Body-Building Roles

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Note:** If you changed your order on this set, while **Double-checking**, use this revised list to reflect the new order.

### Double-checking Your Team Styles Compared to your Body-Building Roles

Our double-checking doesn't end with understanding our spiritual gifts in relation to our Team Style and Body-Building Roles. We now want to take it one step further and see if there is correlation between the Team Style and the Body-Building Roles.

Note: Most likely there will also be correlation between your "Need Area" in both Team Style and Body-Building Roles as well.

### Team Style Correlation With Body-Building Roles

Team Style	Body-Building Roles
Let's be careful	Values Keeper
Let me help you	Active Listener and/or Equipping Releaser
Let's go	Vision Sharer
Let's stay together	Team Builder and/or Active Listener

## Questions to Consider

1. How do your top two team Styles correspond with your top two or three Body-Building Roles?
2. How do you explain that your Team Styles and Body-Building Roles fit you?
3. How are the Primary and Secondary for each seen for you personally in ministry?
4. How do your Need Areas (lowest) for both Team Style and Body-Building Roles correlate?

## Triple Check: Integrity of the Corners

### Why we explore the "Integrity of the Corners"

Rationale: If the three corners all reflect your Spiritual gifts, then there must be obvious consistency from corner to corner.

Working out the integrity of the Corners, angle by angle:

### How we examine your Spiritual Gifts from three different Angles (Corners)

1. Review the added value in equipping and supporting gift language.
  - *Spiritual Gifts* (TOP) in equipping and supporting gift language.
  - *Team Styles* (BOTTOM LEFT): your gifts in team or "we" language
  - *Body-Building Roles* (BOTTOM RIGHT): your gifts in serving, leading or equipping language
2. Now evaluate their fit with each other. Using the tables from each assessment, discern if there is complete congruency in your Gift Triangle.

**Key Question:** How do your **Spiritual Gifts** fit with your **Team Styles**, and your **Team Styles** with your **Body-Building Roles**?

### Added Questions for Insight:

1. What insights do you gain about how God powerfully works through you after considering the three angles of your Spiritual Gifts in combination?
2. How does seeing congruency between the three angles aid your understanding of how God has uniquely designed you for teams and multiplication of his Body?
3. Why is this new insight significant in your spiritual development through ministry?
4. What is learned through your "Needs Area"? Who has God placed around you to fill this potential blind spot? Also, who must you now value and appreciate because of their differences?

### Where do you see God's Power in your life?

Now that you have completed the assessments, take a couple of minutes to reflect on God's Power in your life. Remember, God's power isn't dependent upon your position in the group. Therefore, we want you to think about your most effective location as you fully live into your Spiritual Gifts.

**Upfront** – Typically this will be seen in those with all Equipping Gifts. These individuals guide groups through clear, vocal leadership.

**Alongside** – As you experience God's power in your life, it typically comes in one-on-one relationships or as you walk with a person. From alongside, you find God's power is flowing from you as you position yourself consistently as one among.

**Upfront/Alongside** – God can also use a combination of Alongside and Upfront. This person experiences Joy, Power, and Fruit in either position, and it is typically based situationally.

### Prayerfully consider where you are most powerful:

Upfront/Alongside

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### Questions for Applications:

1. What ministries are you currently involved with that perhaps do not fit with how God uniquely wired you supernaturally?
2. What new ways can fellow believers now hold you accountable to honoring who God designed you to be?

**Note:** If one of the corners does not seem to fit with the others, there may be gift projection going on, a lack of clarity in who you are, or not grasping your gift combination.

#### **Reminder Checklist**

- I double checked the Spiritual Gifts.
- I double checked the Team Styles with Spiritual Gifts.
- I double checked the Body Building Roles with Spiritual Gifts.
- I double checked Team Styles with Body Building Roles.
- I completed the Summary Page.