PREPARE MODULE #3

LEADER:YOUNG ADULTS | EASTSIDE CHRISTIAN CHURCH

COMPETENCY: Understand and motivate different personality types to take their next step spiritually and vocationally.

OBJECTIVE: Great ideas rarely become reality without a great team. Leaders are never short on vision, but without a skilled team to execute their God-given dream, nothing happens. In this session, you will discover how to understand different people and how to help them take their next step.

Introduction to Assignments: (5 mins)
Before diving into the assignments, reflect on the diversity of personalities you've encountered in your personal and professional life. Consider the different ways these individuals respond to challenges, express themselves, and interact with others. As you proceed through the assignments, keep these individuals in mind, considering how the insights gained could enhance your interactions and leadership approach.

ASSIGNMENTS: (55 min)

- *Assignment #1 // Read the Scripture passage and answer the questions.*
- *Assignment #2 // Read the article below and answer the questions.*
- *Assignment #3 // Take this test online https://www.123test.com/personality-test/ and respond to the questions below.*
- *Assignment #4 // Respond to the questions and come ready to discuss.*

ASSIGNMENT #1 (10 min)

Nehemiah's leadership shines through in the way he approaches the people of Jerusalem. Instead of making it solely about the wall's reconstruction, he paints a picture of their collective identity and shared purpose, mobilizing a diverse group of individuals towards a common goal.

Nehemiah's Call to Unity and Collaboration : Reading: Nehemiah 2:17-18

"But now I said to them, 'You know very well what trouble we are in. Jerusalem lies in ruins, and its gates have been destroyed by fire. Let us rebuild the wall of Jerusalem and end this disgrace!' Then I told them about how the gracious hand of God had been on me, and about my conversation with the king. They replied at once, 'Yes, let's rebuild the wall!'"

Paul's Tailored Message: Reading: Acts 17:22-31

"Then Paul stood in the midst of Mars' hill, and said, 'Ye men of Athens, I perceive that in all things ye are too superstitious. For as I passed by, and beheld your devotions, I found an altar with this inscription, TO THE UNKNOWN GOD. Whom therefore ye ignorantly worship, him declare I unto you. God that made the world and all things therein, seeing that he is Lord of heaven and earth, dwelleth not in temples made with hands; …For in him we live, and move, and have our being; as certain also of your own poets have said, For we are also his offspring.'"

Paul's approach in Athens is a masterclass in understanding and addressing diverse personalities. He doesn't compromise the message, but he presents it in a way that's relevant and understandable to his audience. This flexibility and cultural sensitivity make Paul's ministry notably effective across different regions.

Jesus' Diverse Interactions Reading:Matthew 23 (Excerpted for brevity)

"Then Jesus said to the crowds and to his disciples: 'The teachers of the law and the Pharisees sit in Moses' seat. So you must be careful to do everything they tell you. But do not do what they do, for they do not practice what they preach.'"

John 4:1-26 (Excerpted for brevity)

"…Jesus said to her, 'Go, call your husband and come back.' 'I have no husband,' she replied. Jesus said to her, 'You are right when you say you have no husband. The fact is, you have had five husbands, and the man you now have is not your husband. What you have just said is quite true.' …Then, leaving her water jar, the woman went back to the town and said to the people, 'Come, see a man who told me everything I ever did. Could this be the Messiah?'"

Jesus, the ultimate leader, understood people deeply. He knew when to challenge and when to comfort. His interactions were always purposeful, aiming at the heart and leading people closer to the Kingdom of God. By studying His approach, we can learn how to address different personalities effectively, always with love and truth.

QUESTIONS:

1. *How did Nehemiah's presentation of the problem and solution inspire action from the people?*

2. *How did Paul adapt his message to fit the audience in Athens? Why is it essential for leaders to understand their audience and tailor their communication accordingly?*

3. *How did Jesus' approach differ between the Pharisees and the Samaritan woman? What can we infer about Jesus' understanding of diverse personalities from these interactions?*

4. *Reflecting on the three biblical figures discussed, how might you adjust your leadership style to cater to diverse personalities while maintaining the core message?*

5. *How can we apply Jesus' methods of engagement in our leadership roles to ensure understanding and effective communication?*

ASSIGNMENT #2 (15 min)

Article: *Getting to Yes*

Think about your experience in both receiving invitations to lead and inviting others to lead. Before you read on, consider what was effective and what wasn't and keep that in mind as you read this excerpt.

The heart of church leadership doesn't solely rest on the shoulders of the staff. Every member carries the potential to inspire and lead, mirroring Jesus's teachings where every disciple was called to lead in their unique way. Yet, a widespread belief exists that only the church staff should ignite the leadership flame in others. This mindset not only limits our leadership potential but also hampers the church's growth.

Jesus's interactions with His disciples provide a goldmine of insights. He recognized the zeal of Peter, the loyalty of John, and the analytical nature of Thomas. Jesus tailored His approach, nurturing each disciple's unique personality.

Do you remember your first invitation to be a leader? For me, it was Jon Nelson from Hume Lake Christian Camps. Even though I felt unprepared and unsuited, his belief in me sparked a connection. It was the trust I had in Jon that made me consider his proposal, reminiscent of the biblical story of Samuel's calling of David based on his heart, not his stature. And soon, his encouragement made me realize that God indeed was guiding me towards leadership. I took that leap of faith, not because of the position, but because of the person who asked.

In our church communities, there are countless latent leaders waiting for a nudge. Sometimes, they might not resonate with a single voice but might respond to another familiar one, much like the Apostle Paul, who tailored his message based on his audience. Envision the transformation if every leader began inviting others into leadership. Such empowerment can create a ripple effect, filling our sanctuaries with dynamic leaders.

But here's the catch – the 'how' in your invitation is as vital as the 'what'. A sign reading “Volunteers NEEDED!” suggests chaos, while pleading from the stage screams desperation. And hinting at a lack of volunteers for small groups? That's a red flag indicating deeper issues.

So, how do we turn the tide? How do we ensure our call for leadership is met with enthusiastic "yes" responses?

Seven Steps to Managing People Well:

Prayerful Patience: Always give individuals time to reflect and pray. Immediate decisions can feel forced. Instead, ask them to seek guidance over a few days before deciding, much like David often sought God's counsel before making decisions.

Vision Casting: Be explicit about why you believe they're the right fit. Paint a picture of how their unique gifts align with the mission, helping them envision the potential impact they could make, similar to Moses assuring Joshua of his leadership capabilities.

Right Role, Right Person: Every role is not for everyone. Let God guide you to those who genuinely resonate with the role's demands. A mismatch can harm both the mission and the individual. Consider how Jesus selected His disciples, each bringing a different personality to the group.

Clarity is Key: Never assume they know the path ahead. Clearly outline what's expected, ensuring they're well-equipped to take on the challenge. Just as Jesus was clear about the challenges His disciples would face.

Observation Period: Let them witness the role firsthand. This hands-on experience not only prepares them but also signifies the importance of mentorship, much like Elijah's mentorship of Elisha.

Training: An essential yet often overlooked step. Avoid post-role corrections by investing time in training beforehand, akin to how Jesus spent years training His disciples.

Follow-Up: Touch base within a month. Celebrate their achievements, and offer guidance through challenges. This continued support is invaluable for long-term commitment, mirroring Paul's constant guidance and check-ins with the churches he planted.

Remember, when we truly understand and inspire potential leaders, they not only contribute to the church's mission but also find a clearer path in their personal and professional lives. Embracing the biblical values of understanding and managing diverse personalities will only further enrich this leadership journey.

QUESTIONS:

1. *Think of a time when someone recognized and nurtured a unique aspect of your personality, leading you to take a significant step spiritually or vocationally. How did that individual's approach make you feel? What did they see in you that others didn't?*

2. *Think of specific individuals within your current teams or communities who might thrive given the right invitation and leadership style. How can you personalize your approach for each one?*

3. *Based on the biblical examples and the article, what are the three most impactful ways to motivate diverse personalities? How do these methods differ from how you currently approach motivation?*

4. *Think of someone you've struggled to motivate or understand in the past. Given what you've learned about recognizing and valuing diverse personalities, what might you do differently in your next interaction with them?*

5. *Imagine you're tasked with guiding someone through their next spiritual or vocational step. Using the insights from the biblical examples and the article, draft a personalized strategy that takes into account their unique personality and potential barriers. How would this strategy differ for someone with a contrasting personality?*

ASSIGNMENT #3:

Understanding and Managing Personalities: The Big Five Personality Test

By Dr. Edwin van Thiel. Updated on July 6th, 2023

Understanding oneself is the foundation of effective leadership. This understanding can lead to better career decisions, improved relationships, and personal growth. The Big Five Personality Test, grounded in decades of scientific research, offers an insightful look into your core personality traits. Alongside popular assessments like the Myers Briggs and enneagram, the Big Five stands as a paramount tool for personal and professional development.

About the Big Five Personality Test:

The Big Five Personality Test is recognized for its scientific reliability. It evaluates five primary personality traits that have been developed and refined by independent researchers over several decades.

Taking the Test:

Duration: The test comprises 120 statements. While there's no time limit, most participants complete it in about 15 minutes.

Instructions:

Respond to all statements in sequence.
If you need to adjust an answer, simply select your new choice.
While the 'Neutral' option is available, try to use it sparingly.
Provide answers based on your current self, not an aspirational future version.
Think about how you see yourself in relation to others of your age and gender. Trust your instinctive responses.
Response Guide:

- Strongly Disagree: Choose this if you vehemently disagree or believe the

statement is entirely false.

- Disagree: Opt for this if you disagree or feel the statement is largely false.
- Neutral: Use this if you're ambivalent about the statement or if it seems equally true and false.
- Agree: Select this if you agree or if the statement seems mostly accurate.
- Strongly Agree: Choose this if you wholeheartedly agree or believe the statement is entirely true.

Final Thoughts:

Your personality is a blend of experiences, genetics, and learned behaviors. By understanding your dominant traits, you can make informed decisions, manage diverse personalities more effectively, and lead with empathy and insight. Embrace this journey of self-discovery, and harness the knowledge to become a more effective and compassionate leader.

QUESTIONS:

1. *Based on your results from the Big Five Personality Test, which trait stood out the most to you and why? How do you see this trait playing out in your daily interactions, both personally and professionally?*

2. *Think of a recent interaction where you faced difficulty understanding or motivating someone. Based on what you've learned about your own personality traits, how might their traits have differed from yours, and how could you approach such situations differently in the future?*

3. *Consider how your dominant traits have influenced your leadership style and relationships. Are there aspects you may need to work on or leverage better, in order to become more effective in connecting with and managing others?*

4. *Considering the wide range of personality types, how might you adjust your leadership approach to cater to individuals who score differently than you on the Big Five traits? Can you recall a biblical figure who demonstrated flexibility in their leadership approach based on the personalities they encountered?*

5. *Reflecting on the diverse personalities you encounter in your community or workplace, how can you leverage your understanding of the Big Five traits to help others take their next step, whether spiritually or vocationally? What actionable steps can you take in the coming weeks to put this understanding into practice?*

Assignment #4: Module Reflection Questions:

Based on the content provided, here are three reflection questions aimed at deepening understanding and helping participants apply the concepts:

Connecting Biblical Leadership to Modern Context:

Both Nehemiah and Paul tailored their communication based on their audience. Drawing from your personal experiences, recall a situation where you felt misunderstood or misjudged. How might applying the adaptive communication strategies of Nehemiah or Paul have changed the outcome? How can you use their strategies in future interactions, especially with individuals of different personality types?

Personal Reflection on Leadership Styles:

Jesus, in his interactions, always aimed at the heart and led people closer to the Kingdom of God. Based on your Big Five Personality Test results, identify which trait(s) you believe could be most instrumental in guiding others spiritually and vocationally. Conversely, are there traits that might challenge your leadership approach, and how can you work on them to become a more effective leader like Jesus?

Application in Contemporary Leadership:

The article "Getting to Yes" emphasizes the importance of how an invitation is extended. Reflect on the last time you invited someone to take on a responsibility or join a project. Did you consider their personality type in your approach? How might understanding the Big Five traits enhance the effectiveness of your future invitations, ensuring they resonate and motivate individuals to action?

LEADERSHIP TAKEAWAYS: (to be completed during group discussion)

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