



PREPAREMODULE #1

LEADER::COMPASSION|EASTSIDECHRISTIANCHURCH

COMPETENCY: Utilize your God-given strengths to understand, motivate and manage different personality types.

OBJECTIVE: Navigate situations to best leverage different personality types and individual strengths for the betterment of the team as well as the individual.

ASSIGNMENTS:

- Assignment 1 // Watch this video, [HOW GOD SHAPED YOU](#) by Rick Warren, creator of SHAPE. Answer the corresponding questions.
- Assignment 2 // Read the Leadercast video transcript *When Faced with Conflict, Lean In* with Hank Fortner and answer the corresponding questions.
- Assignment 3 // Read *Romans 12:4-8* and answer the corresponding questions.

ASSIGNMENT 1

Read the article: [Never Forget How God SHAPED You for Ministry](#) by Rick Warren, creator of SHAPE. Answer the corresponding questions.

If you have not already taken the SHAPE test, visit Next Steps week 3 to do so. Or for a SHAPE gifts assessment, visit: [Shape Test – Helping You Discover God's Purpose in Life](#)

S - Spiritual Gifts

H - Heart Desires

A - Abilities

P - Prsonality

E - Experiences

QUESTIONS:

1. Now that you know your SHAPE, name some ways you are currently utilizing your SHAPE or have used it in the past (be specific.)
2. Name an experience where you've served outside of your SHAPE. Was this fulfilling for you or not? What would have happened if you didn't step up to this role?
3. What are some parts of your SHAPE that you have not yet been able to use? Be prepared to discuss this further with your group.

ASSIGNMENT 2

Read the *Leadercast NOW* video transcript, *When Faced with Conflict, Lean In* with Hank Fortner and answer the questions.

When Faced With Conflict, Lean In

Hank Fortner

I never lost a million dollars; I never figured out a way to collapse an organization. I think all of the leadership failures I have are interpersonal, and all of them were because I was avoiding conflict. Every single one of them.

When I think, "That team didn't work," or, "That project failed," or, "That relationship went south," it's always because I was avoiding conflict. I was avoiding hard conversations. I was avoiding the crucial conversations that could have changed the outcome that was going on. I had weird feelings about what was going to happen...environmental things, I was choosing to ignore. I was just resistant to facing conflict, facing the circumstances.

Sometimes it was interpersonal, most of the time it was people. I didn't want to have a conflict with that person. I didn't want to have that difficult conversation with that person. Or other times when I just don't want to face the reality of it. You just ignore it, tell yourself "We'll make it. We'll make it....it'll be fine."

So, I think the leadership lesson that stuck with me is the minute I think of something that there's a tension there, that implies conflict, or if I feel myself try to start avoiding things, I have to lean in. I push into that right away and say, "All right, I am going to hang out with that guy. I'll schedule a meeting with her. We're going to do a specific meeting just to deal with this environmental reality that we are not talking about. We have to pull the team together and solve the problem solving." So I think my avoidance has caused every failure or probably every failure could have been avoided if I had just had the crucial, committed conversations I should have had.

The best way to have a difficult conversation is to deliver or give empathy, not information. Nobody changes their mind about you because you give them more information. Even if that information is pivotal. For example, your team member says, "I'm mad at you because you cut me out of that project!" You say, "No I didn't. It was John who made that call." That doesn't change his anger. That shifts the information, but he's still mad. And now he feels mad *and* dumb because he doesn't have a reason to feel mad. Instead, he needs you to begin with, "My assessment is that this is how you're feeling. Am I close?" Even if they're LIVID, empathy is the answer.

The more a person feels understood by you, the more likely that they are able to get to that shared accomplishment of saying, "Oh, the information was different." So don't wait for them to say "I'm angry because....." You go "Hey man, my guess is that you feel angry because....." Let them understand that you get them. Once you get them, and the temperature is lower, you can say, "Hey, I want to let you know it was actually my boss who came to me and told me the direction that I needed to go and I should have communicated that to you. That was my bad."

Then let that information sit in a place where you can begin to trust each other. I think that's the thing that has been the most helpful for me...is realizing that our natural tendency is to immediately give them ALL the information and then they won't be mad. That never works. You have got to give empathy and to show people that they can trust you.

QUESTIONS:

1. Have you ever avoided having a difficult conversation at work or in ministry?
Based on what you have just learned, how might you have faced that conflict differently?
2. Hank believes that the best way to have a difficult conversation is to give empathy, not information, because "nobody changes their mind because you give him or her more information." Do you agree or disagree? Why?

3. Is this idea of leaning into conflict contradictory to or consistent with what you have been taught in the past? Explain.

ASSIGNMENT 3

Read *Romans 12:4-8* and answer the corresponding questions.

Romans 12:4-8 (The Msg)

In this way we are like the various parts of a human body. Each part gets its meaning from the body as a whole, not the other way around. The body we're talking about is Christ's body of chosen people. Each of us finds our meaning and function as a part of his body. But as a chopped-off finger or cut-off toe we wouldn't amount to much, would we? So since we find ourselves fashioned into all these excellently formed and marvelously functioning parts in Christ's body, let's just go ahead and be what we were made to be, without enviously or pridefully comparing ourselves with each other, or trying to be something we aren't. If you preach, just preach God's Message, nothing else; if you help, just help, don't take over; if you teach, stick to your teaching; if you give encouraging guidance, be careful that you don't get bossy; if you're put in charge, don't manipulate; if you're called to give aid to people in distress, keep your eyes open and be quick to respond; if you work with the disadvantaged, don't let yourself get irritated with them or depressed by them. Keep a smile on your face.

QUESTIONS:

1. In what ways does this passage translate to how we work with others, especially those who are different than we are?
2. Have you had any difficulty with this in working with a group of people in the past?
3. What are some common mistakes that are made when it comes to this idea of valuing all parts of a team or community?

What are at least two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

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