Team Member Leadership Profile

This profile provides some understanding of and insight into the personality and ministry of each team member.
It is not to be used to:
- *Label or categorise the team member in any way. It only provides a broad understanding.*
- *Criticise or critique the team member.*
- *Share your assessment of the team member with others outside the team.*

It may be used to:
- *Encourage and support the team member.*
- *Help understand the contribution a team member makes to the team.*
- *Identify how team members are different and see things differently.*
- *If possible, adjust the environment for a team member so that they can do better work.*
- *Hold the team member accountable for identified areas of desired growth.*

Team member	
1. Spiritual gifts	A list of your spiritual gifts – the gifts that God has given you to contribute to his kingdom. Bible passages listing spiritual gifts include: • Rom. 12:6-8 • 1 Cor. 12:6-10 • 1 Cor. 12:27-31 • 1 Pet. 4:10-11
2. Core values of my ministry	The values that are most important to me as I serve God and people. My priorities in ministry. How I feel God has called me to serve.
3. Ideal team member (Lencioni)	Lencioni suggests just three attitudes make up the ideal team member. Great team members are: • Humble (unconcerned about status, share credit, value others, secure in themselves) • Hungry (self-motivated and diligent, looking for more to do, more to learn, more responsibility) • People Smart (understand people and understand group dynamics, interpersonally appropriate) In this section, you list your greatest strength and your greatest growth area out of the three. This helps members name and own both their strength and their area of growth (although not many people seem to admit that they are not people smart). It is very simple but quite powerful in a team setting. *I (John) can give you further information on each attitude with a self-questionnaire to determine ratings in each area.*
4. Myers-Briggs	The Myers-Briggs personality type indicator categorises 16 different personality types based on whether a person is: • Introverted or Extraverted • Intuitive or Sensing • Thinking or Feeling • Judging or Perceiving It is largely an indicator of the way a person thinks internally. *Information about the characteristics of the personality types and free/paid tests can be found online.*

5. Enneagram	The Enneagram is a personality model that centres around 9 different personality types. While there are some questions over its scientific validity, I (John) have found it the most helpful of the personality models. I think this is because it is based on the idea that each person has a significant flaw/fear associated with their personality type that holds them back from health. A flaw that can be recognized and healed. I find this a peculiarly Christian concept. This characteristic of the Enneagram makes it both powerful and dangerous. Because it reveals personal brokenness, it needs to be used with great care. *I can provide you with a summary of all the types that includes Scriptures for each type that may be helpful for growth.* *Further information about the 9 personality types can be found online as well as free/paid tests to determine personality type on the Enneagram.*
6. DiSC Profile	The DiSC profile is another well-used personality test that divides people into 12 different personality types depending on the strength of each of the following in their personality: - Dominance – visionary and confident - Influence – persuasive and energetic - Steadiness – loyal and dependable - Conscientiousness – accurate and competent It focuses on how personality translates to behaviour in specific situations and environments. *Information about the personality types and free/paid tests can be found online.*
7. Working Geniuses (Lencioni)	This is a new tool that has been released by Lencioni in 2021. It describes six skills ("geniuses") that are needed to get work done. They are: - Wonder – pondering and seeing potential - Invention – creating original and novel ideas and solutions - Discernment – assessing and evaluating these ideas - Galvanising – inspiring and organising others to act on ideas - Enablement – encouraging and assisting those implementing - Tenacity – pushing projects to completion According to Lencioni, each team member has 2 God-given geniuses that come naturally and bring energy and joy; 2 competencies that they can do well but wouldn't want to do all the time; and 2 frustrations that drain them significantly. This model is a useful tool for teams that work together. Each member can understand their contribution and the team can check that it has all the needed geniuses to get work done. *Information about the six geniuses and a paid test can be found online.*
8. Leadership strengths	A list of your greatest strengths and contributions
9. Leadership growth	A list of areas in which you recognize that you need to grow
10. Best environment	A description of the environment you need to do your best work
11. Reactions under pressure	The ways you react when you are placed under significant pressure

Team Member Leadership Profile - Example

Team member	John Sweetman
1. Spiritual gifts	Leadership Teaching Wisdom
2. Core values of my ministry	• Maintaining an honest and open vulnerability about my life and intentionally building accountable friendships • Seeking and using the development of personal spiritual authority and wisdom • Creating resources that develop disciples of Jesus • Being a broad stream that accepts and integrates a wide variety of people and ideas • Intentionally investing my life and experience in the next generation and setting them up for success • Challenging the status quo and being an agent of steady cultural change
3. Ideal team member (Lencioni)	Strength: Humble **Hungry** People smart Growth: **Humble** Hungry People smart "I want to foster environments where people grow smarter, more confident and more capable and true collective wisdom emerges."
4. Myers-Briggs: INTJ	INTJs are analytical problem-solvers, eager to improve systems and processes with their innovative ideas. They have a talent for seeing possibilities for improvement, whether at work, at home, or in themselves. Often intellectual, INTJs enjoy logical reasoning and complex problem-solving. They approach life by analysing the theory behind what they see, and are typically focused inward, on their own thoughtful study of the world around them. INTJs are drawn to logical systems and are much less comfortable with the unpredictable nature of other people and their emotions. They are typically independent and selective about their relationships, preferring to associate with people who they find intellectually stimulating.
5. Enneagram: Type Three	The ACHIEVER - The Success-Oriented, Pragmatic Type • Adaptable, Excelling, Driven, and Image-Conscious • Highly competitive and afraid of shame Threes are defined by their desire to achieve. They want to advance in the world and will sacrifice almost anything for success; vigorously pursuing tasks and becoming utterly absorbed in the pursuit of attainment. Threes like to stand out. They have a burning need to be admired and see life as a game where winning is emphasized. At their core, Threes are enormously adaptable. They are adept at aligning themselves with the people and projects that matter, and this predestines them to become ideal leaders and employees for any organization. Threes are competent and hardworking — they get a lot done and they make it look easy, even as they are expending considerable effort. On the flip side, their interest in authenticity is low. Putting on the right public face and maintaining a successful image are more important to Threes than developing good relationships and listening to their own genuine feelings. They certainly know how to wear a mask and make a good impression.

6. DiSC Profile: DC 　D: Dominance 　C: Conscientiousness	DC – challenge, results, accuracy Goals: Independence, personal accomplishment Fears: Failure to achieve to their own standards Leadership qualities: Setting high expectations, speaking up about problems
7. Working Geniuses: Invention and Discernment	Type 2: Invention Inventors have many, many, many ideas on how to solve problems. These creative people love a blank whiteboard and post-it notes are their best friends. They can brainstorm *all* the possible solutions to the Wonderer's problems. Which is the best? That's not necessarily their forte. Type 3: Discernment Discerners have great instincts and intuition around the Inventor's ideas. They may not know why they think the way they do, but often a combination of logic, common sense, and the subtleties of human need guide their assessments. They have a natural and uncanny ability to assess whether something has the potential to work, and what adjustments might be necessary to make it successful. They do this by balancing practicality and common sense with emotional intelligence and intuition.
8. Leadership strengths	1. Leader – I enjoy leading others to make a kingdom difference. 2. Self-starter – I don't need anyone to tell me what to do. I am hungry and constantly looking for ways I can contribute and improve things. 3. Enjoy taking on challenges. I love solving problems. 4. Very logical, strategic thinker, generally making wise and efficient decisions. 5. Self-reliant – not needing much encouragement or support 6. Well-disciplined – make effective use of time. Get a lot done. 7. Visionary – I cast strong, clear vision and can align an organisation with this vision. I am able to take people with me to achieve the vision.
9. Leadership growth	1. Collaboration – I need to genuinely collaborate more, listening carefully and being influenced by others. I want to foster environments where people grow smarter, more confident and more capable and true collective wisdom emerges. 2. Optimism – I want to be more aware of God's presence and perspective and have greater faith/trust in his revelation and promises. 3. Authenticity – I would like to be less competitive, defensive and protective and more honest and open. 4. Encouraging – I want to genuinely celebrate the achievements of others more often and give more credit to others. 5. Restful – I plan to live a more spacious and less driven lifestyle.
10. Best environment	1. Freedom to change things, not too many restrictions 2. Enough authority and responsibility to make a difference 3. Variety - a range of activities, flexibility in use of time 4. Not too much conflict or potential for failure
11. Reactions under pressure	1. I am not generally pressured by demands or workload but by difficulties/disappointments that I can't resolve. 2. I get gloomy and worry excessively (dread) about perceived failures. 3. I take even more responsibility and work harder. 4. I tend to trust other team members less (feeling I have to do it myself) and withdraw into my cave.