



Clergy – Peer Learning

Personal Development for Leading Change – Unit 1, Session 1
“Know Thy Strengths”
 Handouts

Living Your Strengths

What is a

- Strength? – “the ability to provide consistent, near-perfect performance in a given activity”. (p. 7)
- Talent? – “naturally recurring patterns of thought, feeling, or behavior that can be productively applied”. (p. 7)
- Skills? - “basic abilities to move through the fundamental steps of a task”. (p. 8)
- Knowledge? – “is, simply, what you know”. (p. 9)

A theology of strengths – Executing, Influencing, Relationship Building, Strategic Thinking

- “Naming our top talents sets us free to develop them and live through them. Naming our top talents gives us permission to accept our areas of lesser talent and either discard or manage them. It gives us permission to stop trying to be who we are not and concentrate on who we are – who we were originally created to be”. (p. 11)
- Scripture- Genesis 1:27, 31a, Jeremiah 1:4-5, 1 Corinthians 12:14-20

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

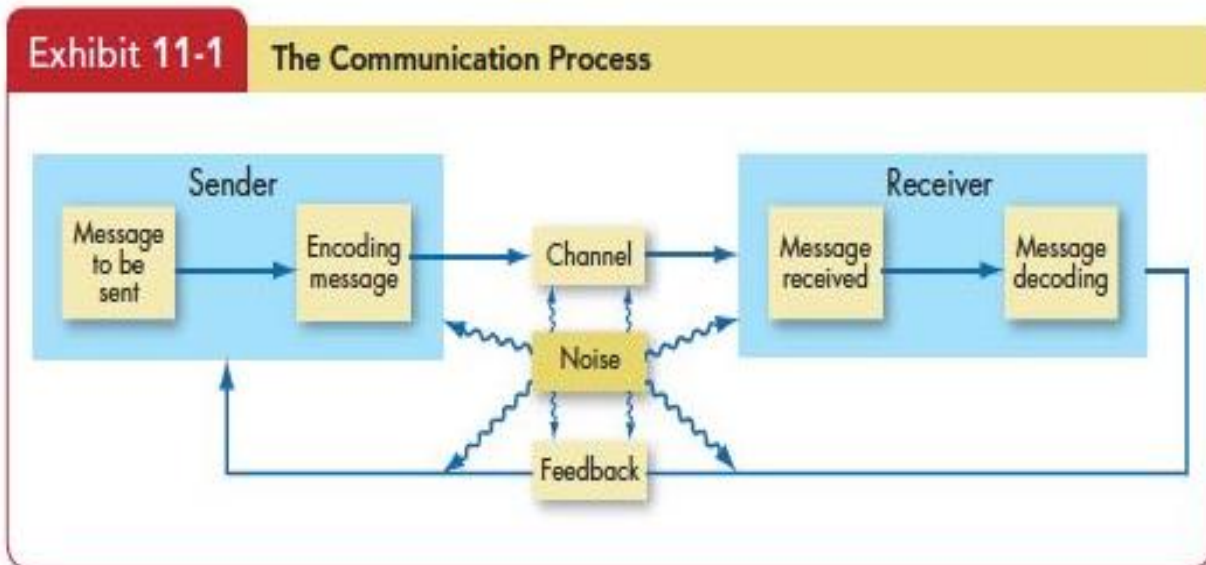
Helping Others to find their talents and right fit

- Understanding your talents and strengths, and those of the people you work with to accomplish the mission of your church, can dramatically improve your effectiveness and accomplishments. Helping people find the right fit is important for their engagement and support of the mission of the church. (p. 24)
- A wrong fit – asking someone to work with kids when they are better suited for grounds maintenance – will cause great frustration. (p. 24)
- Talents: Make the most of them as illustrated in the parable found in Matthew 25:14-29. The point of Jesus' parable, which some people understandably see as harsh, wasn't about investing huge sums of money, but rather it was about using the talents that God places within each one of us. God expects us to develop those talents and use them wisely. (pp. 52-54)

Your Best You in 34 Themes (pp. 66-140)

Theme	Description	Theme	Description
1) <i>Achiever</i>	Helps explain your drive	18) <i>Futuristic</i>	Wouldn't it be great if...
2) <i>Activator</i>	When can we start?	19) <i>Harmony</i>	Look for areas of agreement
3) <i>Adaptability</i>	You live in the moment	20) <i>Ideation</i>	Fascinated by ideas
4) <i>Analytical</i>	Challenges other people to prove it!	21) <i>Includer</i>	Include people and make them feel part of the group
5) <i>Arranger</i>	You are a conductor	22) <i>Individualization</i>	Intrigued by the unique qualities of each person
6) <i>Belief</i>	Core values that are enduring	23) <i>Input</i>	You are inquisitive
7) <i>Command</i>	Take charge	24) <i>Intellection</i>	You like to think
8) <i>Communication</i>	You like to explain, describe, host, speak in public and write	25) <i>Learner</i>	You love to learn
9) <i>Competition</i>	Aware of other people's performance - compare	26) <i>Maximizer</i>	Excellence, not average, is your measure
10) <i>Connectedness</i>	Things happen for a reason	27) <i>Positivity</i>	Generous with praise – looking for positive situation
11) <i>Consistency</i>	Balance is important	28) <i>Relator</i>	Pulled towards people you already know
12) <i>Context</i>	You look back	29) <i>Responsibility</i>	Takes psychological ownership for anything you commit to
13) <i>Deliberative</i>	You are careful	30) <i>Restorative</i>	Loves to solve problems
14) <i>Developer</i>	See potential in others	31) <i>Self-assurance</i>	Your have faith in your strengths
15) <i>Discipline</i>	Your world needs to be predictable	32) <i>Significance</i>	You want to be significant in the eyes of others
16) <i>Empathy</i>	Sense the emotions of those around you	33) <i>Strategic</i>	Sorts through clutter and finds the best route
17) <i>Focus</i>	Where am I headed?	34) <i>WOO</i>	Winning others over

Communications



Types of Communication

- *Oral* – Chief means of conveying messages. Speeches, formal one-on-one and group discussions, and informal rumor mill or grapevine are popular forms of oral communications.
- *Written* – Includes memos, letters, electronic mail, faxes, periodicals, bulletin boards.
- *Non-verbal* – Includes body movements, the intonations or emphasis we give to words, facial expressions, and the physical distance between the sender and receiver.
- *E-mail* – Transmits and receives text and document
- Instant messaging (IM) and text messaging (TM) – IM and TM either occur in real time (IM) or use portable communication devices (TM)
- *Blogs* – Website for which an individual or a group frequently generates text, photographs, video or audio files, and/or links, typically (but not always) on a daily basis.
- *Social Media* – Forms of electronic communication (such as websites for social networking and microblogging) through which users create online communities to share information, ideas, personal messages, and other content (such as videos).

Barriers to Effective Communication

- Information Overload – is a term used to describe the difficulty of understanding an issue and effectively making decisions when one has too much information about the issue.
- Filtering- viewing or judging things through a lens that is colored by our beliefs, values, and opinions or point of view.
- Selective Perception - a form of bias that causes people to perceive messages and actions according to their frame of reference

Core Elements of a Communication Plan

- 1) *Know your target audience and how to reach them.* You can't reach your audience if you don't know who they are so that you can tailor your message. Knowing what motivates them is important.
- 2) *Create specific and measurable goals* – setting goals will help you to know if your communication strategy is working. Consider goals around motivating people to take action, or to change the attitude of a group of people.
- 3) *Key Messages* – determine key points that you would like to get across to your audience.
- 4) *Channels* – determine the right channels to carry your message.
- 5) *Timing and Frequency* – determine the timing and frequency for message delivery.
- 6) *The Right Team* – put a team into place that can execute the strategy. Consider people who are enthusiastic, reliable, open to new ideas, and able to work well in a group.
- 7) *Evaluate* – determine if results are aligned with the established goals.