

LEADER CONVERSATION GUIDE

The Key Thing Most Church Teams Are Missing - Episode 207

3 Signs That Your Team Is Stuck

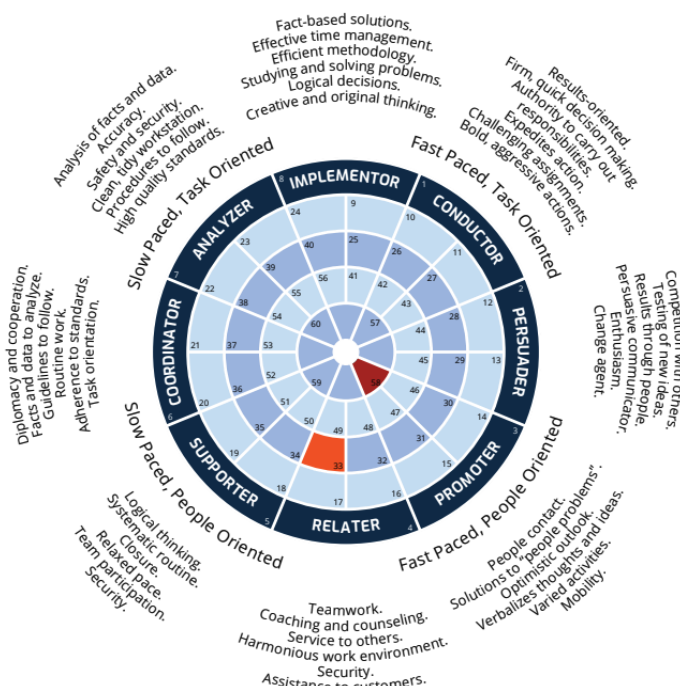
The best teams are balanced teams. They aren't strong in one area and weak in another. They have an appropriate focus on both health and high-performance.

This week, we're exploring an imbalance many teams experience related to their natural strengths, specifically, when the relational and driver gifts get out of balance.

Leading from Your Strengths Wheel

The [Leading from Your Strengths Assessment](#) looks at the natural strengths people possess when it comes to processing information, approaching problem solving, responding to and managing change, and facing risk. The wheel demonstrates how all of those attributes come together to create a person's unique strengths and abilities. Seeing where our team members lie on the wheel helps us to see the diversity, or lack of diversity, of the strengths on our team.

The Strengths Wheel



The strengths wheel breaks people into four major categories: **drivers**, **expressives**, **amiables**, and **analytics**.

Drivers: Drivers are those with a natural bent towards tasks and accomplishment. They value results, thrive within a challenge, and are internally-motivated to succeed.

Expressives: Expressives value influence. They are typically fun, high-energy, and enthusiastic. Expressives are often talkative and can, at times, be impulsive.

Amiables: Amiables value stability; they are loyal, dependent, and calm. They tend to make decisions more slowly and prefer non-threatening, friendly environments.

Analytics: Analytics value accuracy. They prefer facts and hard data. Analytics tend to operate within systems and like the organization and completion of tasks.

Diversity as Strength

When church teams take the Leading from Your Strengths assessment as part of our [Unstuck Process](#), certain patterns tend to arise. We've come to notice that most people (50-80%) who work in churches fall on the people-oriented bottom half of the wheel. That means that there are typically gaps in the top half of the wheel, particularly in the "driver" quadrant.

It's easy to see why "people-people" are attracted to ministry, as churches are known to be highly relational places. And the pattern continues as "people-people" tend to hire "people-people" just like them. But, while gifts on a team do not need to be *perfectly* equal, gaps can create weaknesses and blindspots.

A diversity of gifts is a strength.

Teams need a balance between relators and drivers because effective teams need both health and high-performance. It's difficult to be healthy if you aren't high-performing, and it's even more difficult to be high-performing without a driver.

Next Steps

Deeply understanding the people and the wiring of our team can lead to significant breakthroughs in our team health.

1. As a team, take the [Leading from Your Strengths Assessment](#).

Note: Consider adding this as a step in your hiring process moving forward.

2. Take time to explore your team's natural strengths.
Note: Every quadrant is valuable to a team—the key is that we don't want to be missing any of the quadrants.
3. Identify what gaps currently exist in your team.
4. If needed, discuss next steps toward adding diversity and balance to your team.

More Resources

Join us for Healthy & High-Performing: An Unstuck Teams Masterclass on August 19, 2021

A year of remote work, online church, quick pivots, compounding strategy changes, and unfathomable personal stress took a heavy toll on ministry staff teams—and the effects are lingering. In [this 1-Day Masterclass](#), Lance Witt, Tony Morgan, Amy Anderson, and special guests from churches across the U.S., will teach you the principles and the skills you need to get your team back on track. [Join us on August 19.](#)

Listen to the episode on iTunes or at theunstuckgroup.com/episode207.