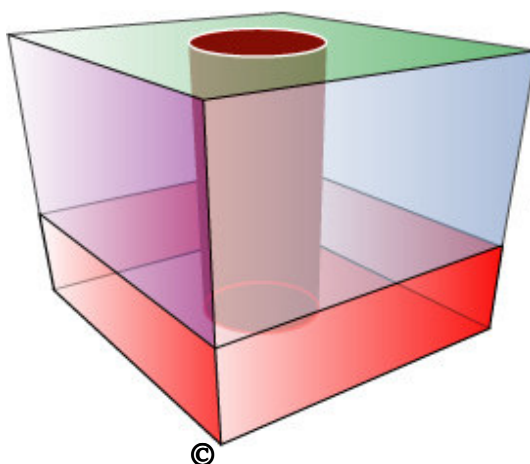


What do you do right? Can you do it with a team?

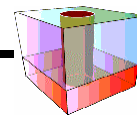


Biblical Foundation For Making Strength Productive

We have an interesting paradox in the Christian community because we have two streams that impact this skill.

“Total _____ versus Total _____”





Biblical Foundation For Making Strength Productive

2 Samuel 22:31-36 (New International Version)

31 As for **God**, his way is perfect;
the word of the LORD is flawless.

He is a shield for all who take refuge in **him**.

32 For **who is God** besides the **LORD**?
And **who is the Rock** except **our God**?

33 **It is God** who arms **me** with strength
and makes **my** way perfect.

34 He makes **my** feet like the feet of a deer;
he enables **me** to stand on the heights.

35 He trains **my** hands for battle;
my arms can bend a bow of bronze.

36 You give **me** your shield of victory;
you stoop down to make me great.

Who is the focus of verses 31-32?

____ God

____ Others

____ Us

Who is the focus of verses 33-36?

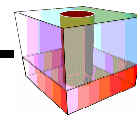
____ God

____ Others

____ Us

How does God impact us in verses 33-36?

Who makes it possible for us to be successful?



OTHER VERSES TO STUDY ON YOUR OWN

“Who am I, and who is Apollos, that we should be the cause of a quarrel? Why, we’re just God’s servants, **each of us with certain special abilities**, and with our help you believed.” – 1 Corinthians 3:5 (LB)

“And now, brothers, I want to write about the **special abilities the Holy Spirit gives to each of you**, for I don’t want any misunderstanding about them.” – 1 Corinthians 12:1 (LB)

“Now **God gives us many kinds of special abilities**, but it is the same Holy Spirit who is the source of them all.” – 1 Corinthians 12:4 (LB)

“There are different abilities to perform service, but **the same God gives ability to all** for their particular service.” – 1 Corinthians 12:6 (GN)

“Why is it that **He gives us these special abilities** to do certain things best? It is that God’s people will be equipped to do better work for him, building up the Church, the body of Christ, to a position of strength and maturity” – Ephesians 4:12 (LB)

“**Put these abilities to work**; throw yourself into your tasks so that everyone may notice your improvement and progress.” – 1 Timothy 4:15 (LB)

“**God has given each of you some special abilities**; be sure to use them to help each other, passing on to others God’s many kinds of blessings.” – 1 Peter 4:10 (LB)

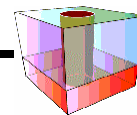
REMEMBER IT IS GOD WHO GIVES YOU YOUR STRENGTH!!!!

Why were you created?

“We are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.” – Ephesians 2:10 (NIV)

“You made all the delicate, inner parts of my body and knit them together in my mother’s womb... **Your workmanship is marvelous**... You were there while I was being formed ... You saw me before I was born and scheduled each day of my life before I began to breathe.” – Psalm 139:13-16 (LB)

“It is God who is at work within you energizing and creating in you the power and the desire to will and to work for His good pleasure, satisfaction and delight.” – Philippians 2:13 (Amplified)



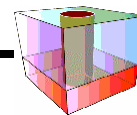
KEY VALUES IN MAKING STRENGTH PRODUCTIVE

- We must learn to see _____, and accept weakness in ourselves and others. (We are not talking about theological or character areas.) No one is perfect except for Christ!
- We must train our minds to focus on _____ - ours and others – then build on them. Use the 4 to 1 principle.
- We must maximize strength (ours and others') for greater _____.

Charles Swindoll said, "In a world of one man shows, it's refreshing to find exceptions."

- We must recognize that strong people _____ have strong weaknesses.

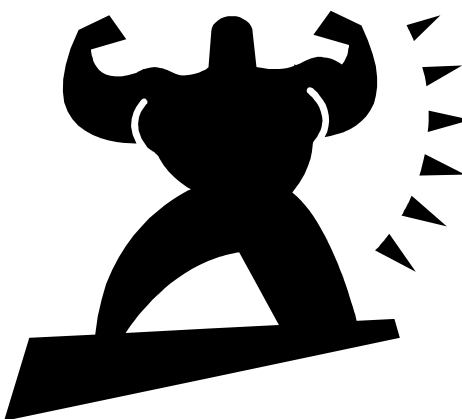
Effective Versus Mediocre Diagram

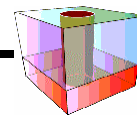


KNOWING YOUR OWN STRENGTHS

Helpful questions to ask yourself:

1. **What can I DO? What are my skills and abilities?**
2. **What can I contribute to the organization? What abilities and skills do I have that are needed by the Church or Ministry at this time?**
3. **What are things I seem to be able to do with relative ease while they seem difficult to other people?**
4. **What do others recognize and compliment?**
5. **Knowing the limitations of my role and position, what can I go ahead and do anyway?**





FOCUS ON YOUR STRENGTHS¹

We all use many strengths in our day-to-day activities and in our major projects. Often we do not stop to reflect upon these strengths. This exercise is designed to give you an opportunity to look back and reflect upon strengths which you perhaps have not given much thought. At the end of this exercise you will be asked to discuss your strengths with other group members. You are not being asked to brag, only to be realistic, honest and open about the strengths that you possess.

1. List three leadership experiences that you enjoyed and in which you were effective.

- 1.
- 2.
- 3.

2. What are three things that people you have worked with have told you that you do well?

- 1.
- 2.
- 3.

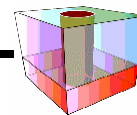
3. List four or five strengths you see in yourself.

- 1.
- 2.
- 3.
- 4.
- 5.

4. Which of the strengths mentioned above might be most useful in leadership work?

5. What do you think is your greatest single strength?

¹ © 1999 by J. Melvyn Ming

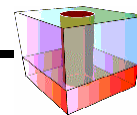


STRENGTHS PROFILE²

You may check more than one column per item.

	Things I do well and enjoy doing	Things I would like to do or understand better	Strengths others see in me
Analyze/Evaluate			
Build/Develop			
Control/Schedule			
Convince/Persuade			
Create/Shape			
Design/Draw			
Do/Execute			
Formulate/Theorize			
Innovate/Improvise			
Learn/Study			
Make Friends/Build Relationships			
Nurture/Nurse			
Observe/Comprehend			
Operate/Run			
Organize			
Perform/Entertain			
Plan			
Practice/Perfect			
Research/Experiment			
Synthesize/Harmonize			
Teach/Train			
Write/Communicate			
Other			

² © 1999 by J. Melvyn Ming



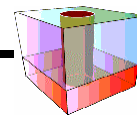
HINTS FOR MAXIMIZING STRENGTHS IN THE MINISTRY OR ORGANIZATION

Redesign _____ jobs.

Make jobs _____ and significant.

Evaluate people on _____.

- Measure people on strengths not weaknesses.
- Measure people's performance against specific performance expectations, not perfection.
- Focus your thinking on what they do well.
- Ask yourself, "What does he/she have to learn or acquire to be able to get the full benefit from their strength?"



STRENGTH PROFILE ON _____

1. Many strengths are necessary in maintaining an effective ministry. Those listed below are important but not all-inclusive. Please circle those that describe the person you are analyzing.

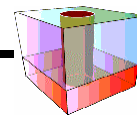
Analyzes	Entertains	Nurtures	Speaks
Artistic	Evaluates	Observes	Studies
Cares	Experiments	Organizes	Synthesizes
Comprehends	Evangelizes	Performs	Teaches
Communicates	Formulates	Persuades	Theorizes
Conceptualizes	Friendly	Plans	Trains
Considerate	Improvises	Practices	Worships
Consistent	Innovates	Prays	Writes
Controls	Kind	Relational	Zealous
Convinces	Leads	Researches	
Creative	Listens	Schedules	
Develops	Musical	Shapes	

1. What are four or five major strengths I see in them?

2. What do they really enjoy doing?

3. What do they see as their strengths?

4. What is the strength they have that can be the greatest contribution to the ministry?



LEARNING TO SEE STRENGTH IN OTHERS

We must accept _____ to get _____!

J. Oswald Sanders in his book "Spiritual Leadership" says "Leadership is the ability to recognize the special abilities and limitations of others, combined with the capacity to fit each one into the job where he will do his best."

"Don't be fools, then, but try to find out what the Lord wants you to do." – Ephesians 5:17 (GNB)

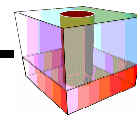
"Each one, as a good manager of God's different gifts, must use for the good of others the special gift he has received from God." – 1 Peter 4:10 GNB

You can't help a man uphill without getting closer to the top yourself.

The Achilles Heel of Strength³

This Strength....	...When Multiplied by Ego Breeds
Confidence	A sense of infallibility
Quickness	Overhastiness
Sharp wit	Abrasiveness
Alertness	Narrow focus
Dedication	Workaholism
Control	Inflexibility
Courage	Foolhardiness
Perseverance	Resistance to change
Charm	Manipulation
Ambition	Coercion
Power	Autocracy
Flexibility	Ambivalence

³ Marcum, Dave, Steve Smith, and Mahan Khalsa. *businessThink: Rules for Getting It Right--Now, and No Matter What!* New York: Wiley, 2002. Page 37



MANAGING CONTRIBUTIONS

“God has given each of you some special abilities; be sure to use them to help each other, passing on to others God’s many kinds of blessings.” –1 Peter 4.10 (TLB)

“You can take my factories, burn up my buildings, but give me my _____ and I’ll build my business right back again.”

--Henry Ford

What is Contribution Management?

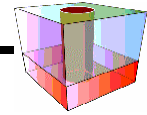
"It is _____ our efforts in such a way as to produce _____ results for our church or ministry!"

“Put these abilities to work; throw yourself into your tasks so that everyone may notice your improvement and progress.” 1 Timothy 4:15 (TLB)

Principles of Contribution Management

- We must treat everyone as _____ management.
- We must think in terms of our ministry _____ or _____.
- We must also build influence with the people we _____.
- We must look for unused _____ in our ministry & role.

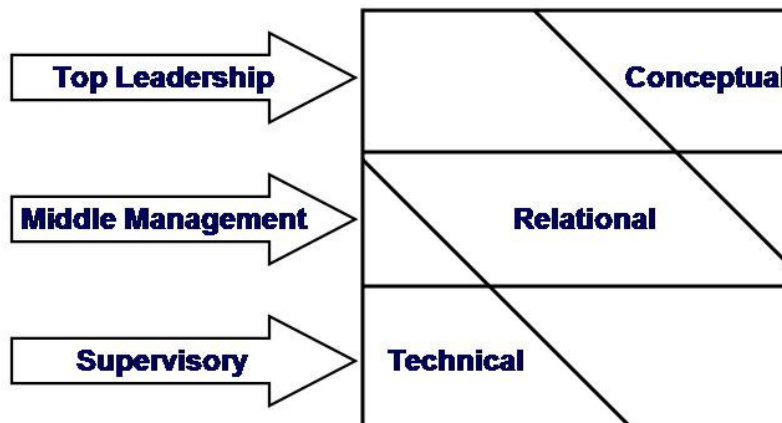


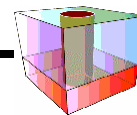


THE THREE AREAS OF CONTRIBUTION

1. Direct _____ (Product)
2. _____ & _____
3. _____ development (Personnel)

Needed Leadership Skill





CONTRIBUTION MANAGEMENT

Contribution analysis for: _____

My Ministry: _____ Date: _____

DIRECT RESULTS

What results should I contribute? To Whom or What?

VISION AND VALUES

What are the key values I need to reflect in this ministry?
To whom should I be communicating the vision?

STAFF DEVELOPMENT

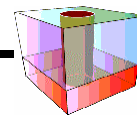
What are the areas I need to develop in myself and others around me?

In my role, my highest priority should be: (circle one)

Direct results

Vision and values

Staff development



The Benefits of Contribution Management

- Provides an organizational _____ for efforts.
- Facilitates _____.
- Encourages an _____ focus, not just a maintenance vision.

SAMPLE “TEAM REPORT” FOR A CHURCH STAFF

(To be turned in every Tuesday by 4:30 PM)

Vision

How have you communicated the vision for your ministries this week? Orally? In Print? To Whom?

Growth

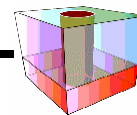
- A. Who new have you met this week?
- B. How specifically have you helped us reach 1500?
- C. Who have you moved closer to the core in the circles of growth? How?
- D. What do your statistics tell you this week? Are you on track?

Leadership Development

- A. What leaders have you equipped in your areas? How?
- B. What potential new workers have you identified this week?
- C. What leaders are needed in your ministries? What would their purpose be?

Agenda Items

(Note for each item whether it is for a private discussion or for a team meeting.)



Effectiveness Requires Focus On Contribution

What can I contribute that will significantly affect the performance and the results of the church or ministry I serve?

Maximizing Strengths in an Organization

“Strong people always have _____ weaknesses”

“The test of [an] organization is not genius. It is its capacity to make _____ people achieve uncommon performance.”

Peter Drucker in *The Effective Executive*

“Neither the _____ destructive laggards, nor the handful of brilliant performers are the _____. Instead, it is attention to the _____, feeding and _____ of the average man.”

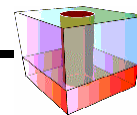
Peters & Waterman in *In Search of Excellence*

OBSERVATIONS:

1. The _____ needed by our church from you may not be your strength.
2. The better you can _____ your "contribution" and "strength" the more effective you will be in the long term.
3. Using your strength to make a significant contribution is a powerful _____.

"Those who _____ a lot of themselves grow to giant stature – without any more _____ than nonachievers."

Peter Drucker in *The Effective Executive*



PERSONAL CONTRIBUTION ACTION PLAN

Please answer the questions below in relation to your personal contribution to the achievement of your church's/organization's vision. Keep in mind the three areas of contribution.

1. **What results are expected of me?**

2. **Beyond what others expect of me, what is the unused potential in my role?**

3. **What further development do I need to be able to contribute most effectively?**

4. **What do I need from my team leader to be able to most effectively make my contribution? (Be as specific as possible.)**

5. **What do I need from others on the team to be able to be most effective in making my contribution? (Again, be specific as to whom and what.)**