

STRENGTHS AND IMMATURITIES WORKSHEET

“But to each one of us grace has been given as Christ apportioned it. So Christ himself gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip his people for the works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” - Eph 4:11-13

THE APOSTLE - “Catalyze and Commission”

APOSTLE’S STRENGTHS

Adventurous and futuristic, passionate about strategy with an emphasis on risk. Decisive, design focused, calls others to look forward and beyond. They are pioneers, always moving into new territory. They don’t give up easily. They see opportunity everywhere. They can envision possibilities where people see problems. They have the ability to invigorate and inspire people. Are big thinkers and self-motivated. They call the Church to stretch into new places, in new ways so that they people don’t embrace apathy. They can often synthesize big concepts and make them accessible for people. Comfort does not motivate them as they are propelled by mission. They offer the church a great gift in moving people out of safety into places of being stretched.

APOSTLE’S IMMATURITY

So goal oriented they run over people, or run people ragged. Place unhealthy emphasis on achievement. Can lack gentleness and patience when people don’t understand them. They can’t “turn it off” (i.e., take a day off). They have trouble being part of a group they’re not leading. Our insensitive to how change and risk feels for others. Doesn’t trust that God is working, when they’re not. When they experience resistance from others they tend to push harder rather than stepping back and evaluating. They tend to think so big picture that the details seem inconsequential. They have a hard time staying faithful to an idea; they get itchy and want to move onto the next exciting idea. Because they think through narrative and concepts they can often be forgetful or irresponsible with details.

THE PROPHET - “Expose and Embody”

PROPHET’S STRENGTHS

Have strong intuitions about people and circumstances. Is the first to make something known or bring it to light, Takes things that are being ignored and puts them in front of others. Have strong feelings of what is right/wrong & emphasizes integrity, Care about tangible actions rather than talk. Can see the affects of a decision on others. Presses others to be authentic and honest as they are repelled by fakery and pretending. Are able to stand back from circumstances and get a clear picture of what’s really going on. They can think outside the box when they perceive a hurdle or problem. Prophets call the church to God’s new social order and help the community live true to its values.

PROPHET'S IMMATURITY

They can be overly critical being hyper focused on what they dislike and disagree with. Can be stubborn and argumentative in the face of unfamiliar information. Judgmental in sizing others up. Holds grudges against others. They can be internally arrogant and self-righteous while disapproving of others. They have a hard time with ambiguity and desire immediate resolution of a problem. Talk about their perspective as though it was simply “the truth.” Feel they have to point out every inconsistency they see. Have a hard time extending grace to people that irritate them. They can attach to idealistic expectations about how things “should be” and bitter when they don’t pan out. Tend to tend to isolate themselves when things are difficult. Can be irrational when something bothers them. Because they are so sensitive to doing things the wrong way that they can resist movement in the church because “we’re not ready.”

THE EVANGELIST - “Expose and Embody”

EVANGELIST'S STRENGTHS

They are able to excite people, infuse a situation with energy, are exceptionally welcoming to people. They are a connector and love to tell stories and discover people’s stories. They are a recruiter, looking for ways to get others involved in meaningful things. They are playful, fun and social which awakens people who are overly serious. They are typically extroverts who thrive on social interactions. They are relational before they are intellectual which allows them to connect with all types of people. They are passionate and persuasive about whatever they are involved in. When others are negative they are often positive. There is a missional value inside them that causes them to care about inviting people to follow Jesus. They want people to know and experience what they know and experience. They tend to go out of their way to engage others in conversation. They help the church reach outside of itself and create a welcoming atmosphere. They are connectors; they enjoy introducing people to each other. They are often natural salespeople with very keen “people skills.” They can’t help but rally people to causes they believe in.

EVANGELIST'S IMMATURITY

They so enthusiastic that they are unwise and unstable in their decision making. They unconsciously try to manipulative others perceptions of them as to sway others to think highly of them. They have tendencies to exaggerate or even lie in order have people engage with them. They tend to be poor listeners, practicing selective hearing because they are only listening for what they deem is important. Because they are verbal and outgoing they can be irresponsible with words. They might over-share information about other people. They avoid conflict because they want people to like them. They can be easily discouraged when things are difficult and no longer exciting. If they are undisciplined they can steal the attention away from others to steer it towards themselves. They can be a mile wide and an inch deep spiritually because they have trouble engaging in spiritual disciplines that require patience. Evangelists need to embrace spiritual and emotional depth, but it’s very difficult for them to invest the time and energy necessary to cultivate it because they get bored easily.

THE SHEPHERD - “Guard and Guide”

SHEPHERD’S STRENGTHS

They are nurturers and protectors. They are acutely aware of people’s hurts and want to help them move toward a sense of healing. They are sensitive to areas of brokenness and usually aware of their own brokenness. They seek to protect people and create ways where people can feel safe to be vulnerable. They are social, looking to create deep friendships. They are reliable because they understand the relational quality of commitment. They are highly inclusive of others in their lives and play well with others. They are great collaborators because they are not easily offended. They really care deeply about people (apostles tend to care about “the big picture” and how the whole group is doing, but pastor’s notice and stop to care for individuals in the church. They are the first to forgive and reconcile. They can see when others are hurting in community and they find ways to meet them where they are. They are generous with their time and love. They help the church make people feel like they belong. They have a lot of patience for other people’s brokenness

SHEPHERD’S IMMATURITY

They can be so sensitive to the feelings of people that they can be guided by the fear of offending. They may not have faithfulness to the Scriptures if it makes people feel uncomfortable. They can be panicked and unable to live with disappointing others. They often overextend themselves because they don’t know how to set up appropriate boundaries. They can be easily fooled by others character when someone expresses acceptance for them. They are slow to act because they get anxiety about all the possible negative outcomes. They are so attuned to pain that they can be overwhelmed by their own pain and problems. They care so much for people that they can let others step on them. In their care for individual people, they lose track of the bigger picture of being on mission and create a false dichotomy between building community and living on mission. They tend to pick up other people’s offenses, especially towards authority figures. They have trouble setting boundaries and can spend an inordinate amount of time obsessing about certain relationships. They assume any new initiative that will potentially cause discomfort for people must be “bad” and will oppose it in a knee-jerk fashion.

THE TEACHER - “Interpret and Inform”

TEACHER’S STRENGTHS

Teachers are good at interpreting the text and informing others. They are great at gathering knowledge and passing on wisdom. They like to help people understand information. Teachers are people who are motivated to help people learn and grow. They have a strong memory around the details of a situation. They are like engineers seeing how all the parts and pieces work. They are often concerned with logic, order, process, and development. Their passion is in explaining the truth in a way that people can grasp in and do something with it. In chaos they often can discern the next best step and instruct people how to take that step. They lean toward proven systems to “get the job done” vs. novel solutions. They like to see established track records of success before doing something different. They respect words and how words impact people. They care about the finer points of being correct. They are constantly gathering information and figuring out who needs to hear or see this information. They are able to think clearly in complex situations. They often press

for answers rather than more questions. They have strong sense of conviction that keeps them emotionally steady. They help the church stay faithful to the truth and learn and relearn the truth.

TEACHER'S IMMATURITY

They can be exacting and obsessed with accuracy that they project right and wrong. With the ability to collect vast amounts of information and systematize it, they can be rigid in areas with little practical experience, thus knowledge can be valued over wisdom. They can get so enamored with stability that they're unwilling to take risks or try something new. The teacher can value their relationship with information over their relationship with people, and lack emotional development. In their hunt for clarity, they can offend people with their bluntness, lacking empathy. They tend to become arrogant because of what they think they know which stunts their ability to listen and learn from others experiences. They want conformity and feel very uncomfortable with diversity in thinking. Teachers are prone to become zealous, setting up certain knowledge and behavior requirements as litmus tests for being a "serious" Christian. They can speak in black and white terms that have a hard edge to them. They may have a hard time with friendships with people that don't see things the way they see them. Because they connect with information they tend to think right thinking fixes people rather than being present with people. They like to be needed for their wisdom and insight but can get easily offended if their wisdom and insight is wanted or heeded.

Questions for Group Reflection

Where do others see yourself in the 5-Fold? Why?

Where do you see yourself in the strengths?

Where do you see yourself in the immaturities? How?

How might your immaturity impact a team? How can you take a step towards maturity?

Which of the 5-Fold do you think you can learn from the most?