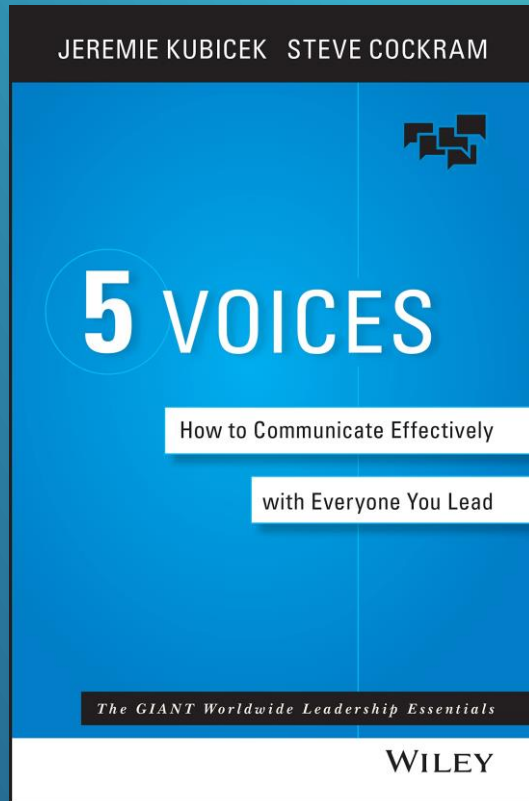




the Fellowship of Independent  
Evangelical Churches



GIANT

- free Assessment at **giant.tv** or by searching for '5 voices' online
- free sign up to Tier 1 help 'Ascend'
- includes targeted resources for your leadership style
- but, as with all such resources, use with caution
- use as an 'understanding tool' not as a 'selection tool'

# Thinking biblically: who are we?

## IDENTITY

- Made in the image of God, but damaged by sin. *Gen. 1-3*
- Filled with the Spirit of God, but not perfect yet. *2 Cor. 3.18*

## A RIGHT VIEW OF SELF

For by the grace given me I say to every one of you: do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. *Rom. 12.3*

## VALUING THE CONTRIBUTION OF OTHERS

A fool finds no pleasure in understanding but delights in airing his own opinions. *Prov. 18.2*

# Introducing the NURTURER



## **CHAMPION OF**

People, relational harmony, and values



## **WATCH OUT FOR**

Nurturers have a fear of conflict and often won't speak out, beware of silence



## **HOW TO EMPOWER THEM**

Let them speak first, affirm their competence and the genuine value of their contribution

# Introducing the PIONEER



## CHAMPION OF

Strategic vision, results-focused, and problem solving



## WATCH OUT FOR

Pioneers lack sensitivity, can be unwilling to listen, and perceived as arrogant



## HOW TO EMPOWER THEM

Don't worry – they empower themselves! Just affirm their competence.

# Introducing the CREATIVE



## CHAMPION OF

Future ideas, innovation, and organisational integrity



## WATCH OUT FOR

Creatives can struggle to communicate effectively and have idealist, perfectionist tendencies



## HOW TO EMPOWER THEM

Don't judge them on what they say first, help them communicate ideas. Let them know it's OK to be wrong

# Introducing the GUARDIAN



## **CHAMPION OF**

Due diligence, resources, efficient systems and processes



## **WATCH OUT FOR**

Guardians are risk averse, can be negative and bring excessive critique



## **HOW TO EMPOWER THEM**

Welcome their challenging critique and commitment to due diligence

# Introducing the CONNECTOR



## CHAMPION OF

Relational networks, internal collaboration, and effective communication



## WATCH OUT FOR

Connectors always interpret challenge of their ideas as personal



## HOW TO EMPOWER THEM

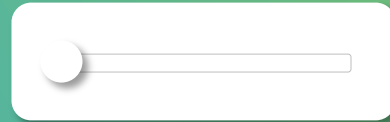
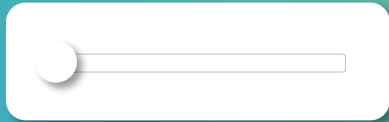
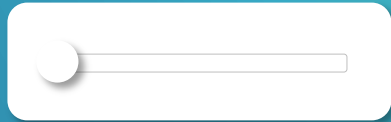
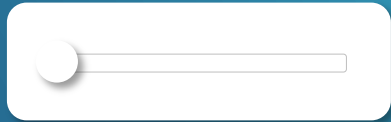
Give them time to share their ideas and passions, appreciate before you critique



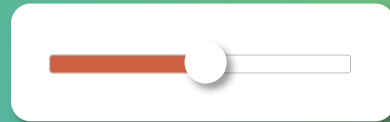
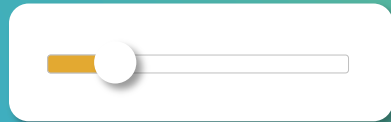
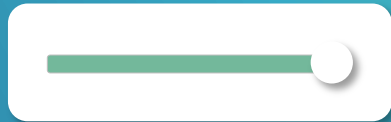
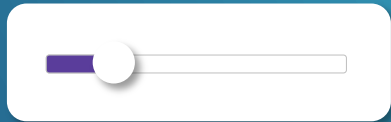
# A complex REALITY



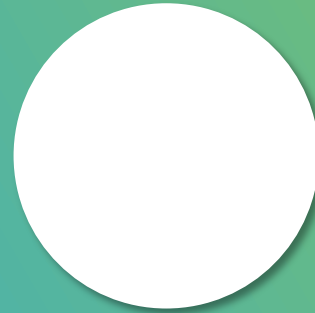
# Voice Volume



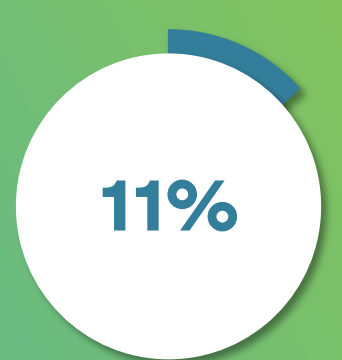
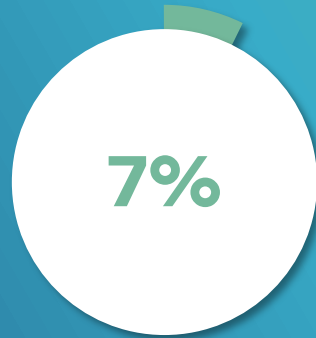
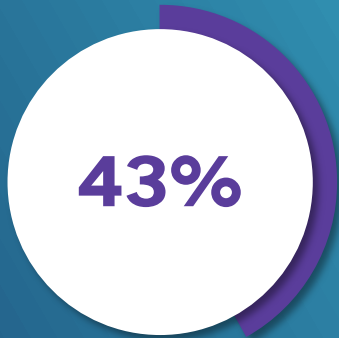
# Voice Volume



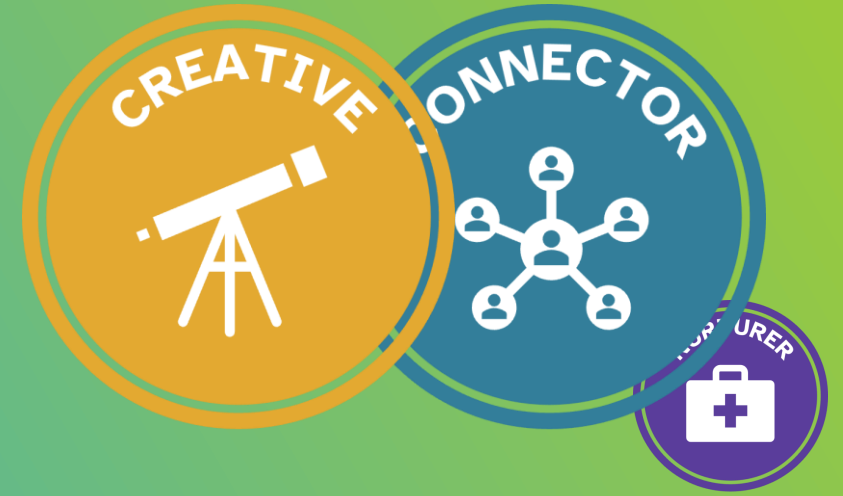
# Voice distribution



# Voice distribution



# Adrian's voices



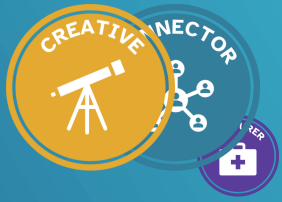
## ADRIAN WILL

- be able to think out of the box
- see dangers early
- believe things can be better
- be well organised
- communicate well and be inspiring
- know how/where to get resources



## ADRIAN WILL

- be inclined to people pleasing
- take critical feedback personally
- struggle with people who don't accept his ideas or approaches
- sometimes be a perfectionist



# What Adrian hears

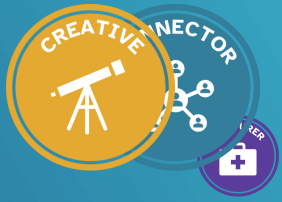


Never mind the cost, it will be worth it!



We've tried that before and it didn't work





# What Adrian hears



Never mind the cost, it will be worth it!



We've tried that before and it didn't work



We've got to set some ambitious targets and always accept there are challenges along the way



Let's think why it went wrong before and avoid the same mistakes or plan a different way to do better this time



I won't take no for an answer



No



# Exercise 1



## **IMAGINE**

You're a church leader and your church is planning a new, exciting but risky church plant

## **TALK IT OUT**

Find someone in the room – don't ask them their dominant voice. Have a discussion about the idea and play up to your dominant voice

## **REFLECT BACK**

What did you hear? How did it make you respond?

# Exercise 1



## **REGROUP**

Pick up 2 or 3 others who have different dominant voices

## **DISCUSS**

Talk about the church plant idea. Ask questions to examine responses more deeply

## **REFLECT BACK**

What value did the others bring to the discussion?

