



PARTICIPANT WORKBOOK

LESSON 2-5: HEALTHY TEAM

“Good teams become great ones when team members trust each other to surrender the ‘me’ for the ‘we’.” -Phil Jackson

WELCOME & PRAYER

KICK OFF QUESTIONS

- Describe one of the best teams of which you have been a member. What made that team memorable? This could be sports, business, or something else.

SCRIPTURES

In Lesson 2-4, we discussed that one aspect of healthy ambition is the importance of a focus on serving and developing others. When our ambition seeks to serve self, versus others, we move outside of God's (general) will for our lives (see 2nd greatest commandment).

In this lesson, we turn to the importance of healthy teams. Our example for a healthy team has scriptural context and basis, and can be compared to the intended functioning of the church as one body.

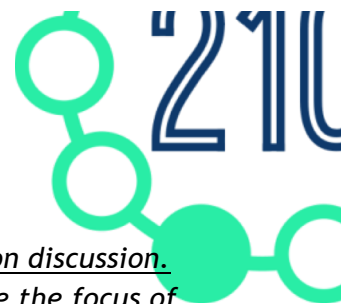
- Romans 12:3-19

How does this scripture apply to your business?

BIG PICTURE

- How we operate in a team environment reflects who we are (Christians) and who we follow (Christ).
- Healthy teams require a significant amount of selflessness. When we address selfishness, and help other team members do this, our teams operate in the way God intends.
- Great teams appreciate the strengths and contributions that others bring acknowledgement of those. Great teams have people with diverse skills that complement each other and work together to achieve the team objectives.





HEALTHY TEAMS - Exercise and Discussion Questions

Please complete the Healthy Team Evaluation worksheet in advance of the lesson discussion. This exercise may take some time of personal reflection. Your evaluation will be the focus of the discussion for Lesson 2-5. Be prepared to discuss your evaluation answers and action steps.

ADDITIONAL DISCUSSION QUESTIONS

- What are the attributes of a healthy team? What are the attributes of a healthy team member?
- What destroys a team?
- What enhances a team?
- How do your ambitions affect your team?

WEEKLY APPLICATION

- From the Healthy Team Evaluation worksheet, identify one action that you can take over the next 2 weeks to address one of issues your identified.

CLOSING PRAYER

ADDITIONAL RESOURCES

- “Leadership is an Art”, Max Dupree
- “The Five Dysfunctions of a Team”, Patrick Lencioni
- “Masterful Meeting Participant” exercise -
<http://www.amanet.org/training/articles/Self-Assessment-Are-You-a-Masterful-Meeting-Participant.aspx>





HEALTH TEAM EVALUATION TOOL

Name of a current team you are on: _____

Purpose of team: _____

<u>Healthy Team Attributes</u>	<u>Evaluate each attribute as follows:</u> green - healthy; yellow - some concerns; or red - preventing the team from having its maximum impact
• Respect for other team members' ideas	
• Prepared	
• Planning	
• Consistent and constant communication (Listen well, speak clearly, relevant contributions)	
• Unity - so that there should be no division in the body, but that its parts should have equal concern for each other (1 Cor 12:25)	
• Ethical	
• Responsible	
• Balance of skills and abilities among the team members (consistent with each member's gifts/talents)	
• Each team member contributes to the whole	
• Focus on the greater good/the whole	
• Understand why/what you are doing (clarity of vision? Purpose?)	
• Remove members who don't align with foregoing healthy attributes	
• Know how to resolve conflict in a healthy/biblical manner	
• Productive - achieve its goals	
• Work divided among team members appropriately	
• High level of trust	
<i>Other attributes that you believe are important for your specific team:</i>	

Circle any attribute that you identified as a "red". Write it below and consider the following questions:

- Describe what has or has not happened/is happening in that team that led you to assign that rating. Can you identify the root cause of that occurrence or lack thereof?
- Identify one action that you can take over the next 2 weeks to address this root cause.

ADDITIONAL SCRIPTURE READINGS

- 1 Corinthians 12:12-31
- Ecclesiastes 4:9-12
- Nehemiah 3-4

How do these Scriptures apply to business?

ADDITIONAL EXERCISE - Dysfunctional Teams tool



From Five Dysfunctions of a Team by Patrick Lencioni

What can I do to help eliminate each dysfunction?

- _____
- _____
- _____
- _____
- _____

- Identify one team of which you are a member that has one or more of these “dysfunctions.” Discuss the dysfunction, and its nature. What one step can you take the next 2 weeks to help eliminate the dysfunction?

