BUILDING HEALTHY TEAMS



AGENDA

Devotions and Story

Outline for the Day

DAILY DEVOTION and PRAYER

Telling Your Story

GOOD VS. BAD TEAMS

Smart Teams

Healthy Teams

SMART TEAMS

Finanically sound/profitable

Strategy is strong

Marketing is compelling

Technology (AI) utilized well

Clear Vision and Mission

HEALTHY TEAMS

Minimal Confusion

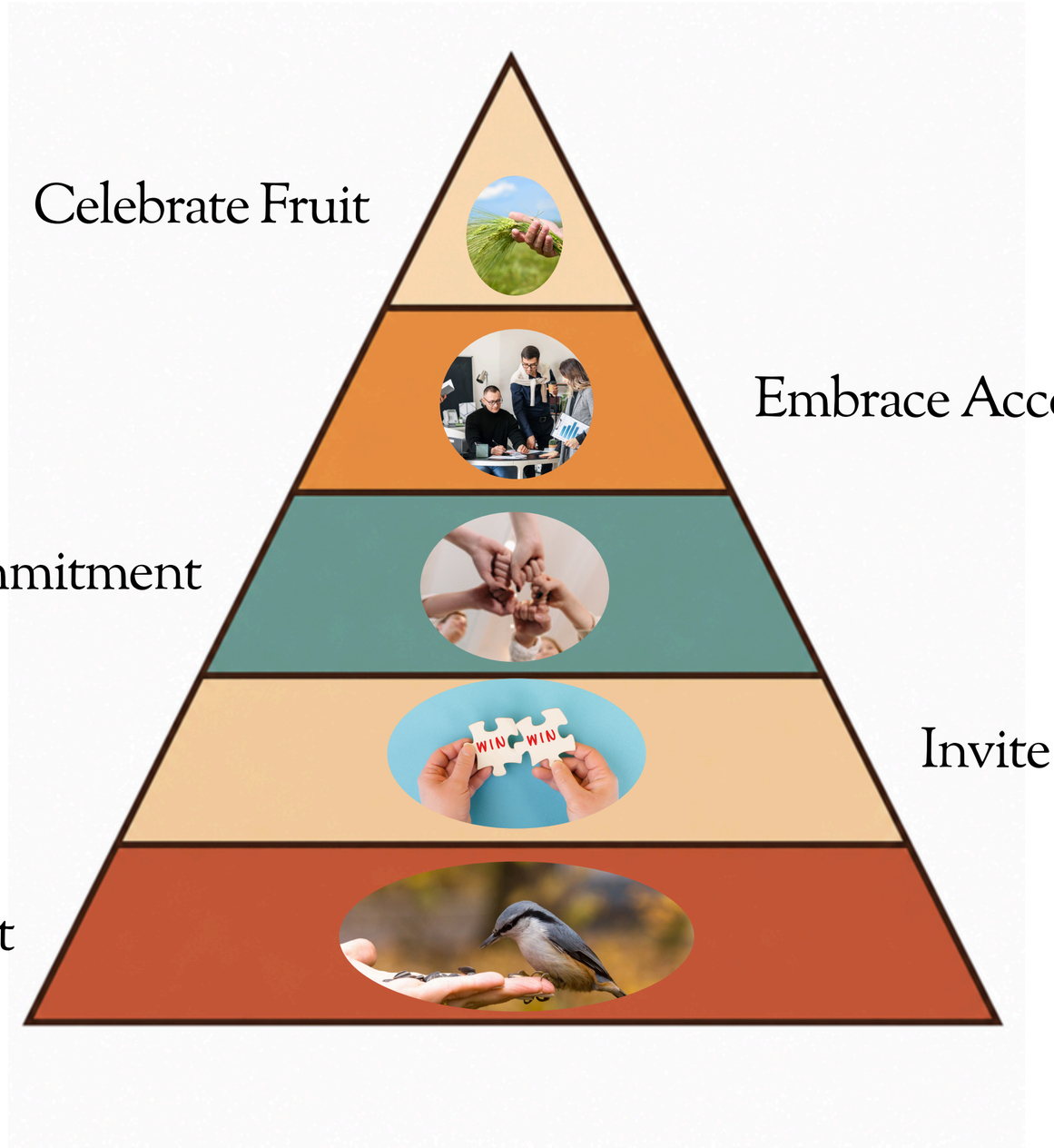
High Morale

Energy and Engagement

Self-Accountability

Minimal Misused Politics

Five Characteristics of a Healthy Team

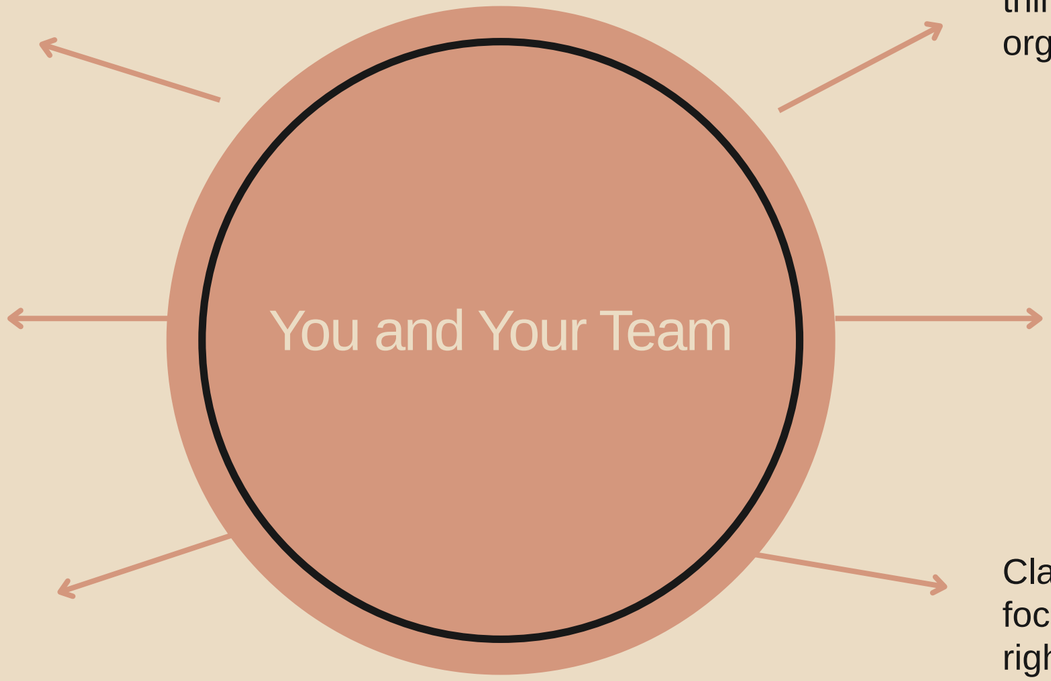


CLARITY IS KING

Clarity regarding Vision

Clarity regarding Mission

Clarity regarding Core Values



Clarity regarding how others think about your organization?

Clarity regarding what everyone does

Clarity regarding what we are focusing on for this quarter; right now?

BREAK

10 MINUTES

WORKING GENIUS

How do you know what is best for you to do; for your team to do; for that team member to do vs. another team member?

What energizes you? What brings you the most joy; what kind of work?

What energizes your team? What part of a role brings one individual more joy than other parts of his/her role?

What are all the steps to getting something done?

WIDGET... the Working Genius®

Six types of working genius. Everyone has all six. We each have two or three that come most naturally to us.



Wonder

Exhilarated by new ideas and possibilities.

You might say:

- What if?
- Why not?
- I wonder?

Strengths:

Past imagination, future thinking, seeing possibilities



Invention

Energized by designing and creating.

You might say:

- Let's build it.
- How about this?
- I have an idea.

Strengths:

Creativity, innovation, problem solving, adding value



Discernment

Thrilled by clarity and making sense of things.

You might say:

- Let's think this through.
- What's really going on?
- Why does this matter?

Strengths:

Analysis, insight, intuition, wisdom



Galvanizing

Recharged by rallying people and resources.

You might say:

- Let's go!
- Who's in?
- We can do this!

Strengths:

Energy, optimism, vision, influence



Enablement

Fulfilled by empowering people.

You might say:

- How can I help?
- You've got this.
- What do you need?

Strengths:

Empathy, service, relationships, developing others



Tenacity

Driven by execution and completion.

You might say:

- Let's get it done.
- What's the plan?
- I'll take care of it.

Strengths:

Discipline, focus, reliability, achieving results

THE 6 TYPES OF WORKING GENIUS®

The Working Genius® model, developed by Patrick Lencioni, helps individuals and teams understand and leverage their natural gifts.

THE WORKING GENIUS® MODEL

Everyone has all six types of Working Genius. We each have some that come more naturally to us (our Genius) and others that we find more difficult (our Frustration).

	WONDER	INVENTION	DISCERNMENT	GALVANIZING	ENABLEMENT	TENACITY
GENIUS (what comes naturally)	Sees endless possibilities. Generates ideas that excite others.	Turns ideas into reality. Thrives on creating and building.	Makes sense of complexity. Sees what's true, important, and wise.	Energizes and mobilizes others toward a vision. Creates momentum.	Empowers others to grow and succeed. Builds strong relationships.	Ensures things get done. Brings discipline and completion.
COMPETENCY (what you can detuıolp)	Imagines what could be. Asks powerful questions. Inspires with vision.	Solves problems. Creates processes and prototypes. Brings structure to ideas.	Analyzes deeply. Makes wise decisions. Clarifies and simplifies.	Rallies people. Communicates with impact. Drives action and excitement.	Coaches and develops people. Fosters trust and belonging. Strengthens teams.	Creates plans and systems. Manages details and follow through. Delivers results.
FRUSTRATION (what drains you)	Details and follow through. Routine and repetition. Bringing ideas to completion.	Starting with someone else's idea. Working within constraints. Administrative tasks.	Ambiguity and subjectivity. Repetitive tasks. Unclear priorities or values.	Working behind the scenes. Details and logistics. Low energy environments.	Conflict and confrontation. Criticism. Task-focused environments.	Last-minute changes. Disorganization. Lack of a clear plan or direction.

We all need all six types. Teams thrive when we understand our natural gifts, lean into our strengths, and partner well with others.

HOW TO USE/NOT USE THE WORKING GENIUS

- Self-Awareness vs. pinpointing others
- Valuing Differences vs. nothing one reason for everything
- Noting the kinds of Meetings vs. exclusivity
- Appreciating different gifts; understanding team dynamics or dysfunctions vs. gotcha judgments
- Learn about what is needed at different times; where a team might need to focus given the stage of completing a certain kind of work that is before you vs. “we need to hire an ET”

THE 6 WORKING GENIUSES®

Each Genius has a natural "altitude" where it thrives.
Together, they take an idea from inspiration to impact.

ALTITUDE
Where this Genius naturally operates and adds the most value.

30,000 ft (Vision)
20,000 ft (Strategy)
10,000 ft (Tactics)
Ground Level (Execution)



WONDER
30,000 ft
Sees endless possibilities. Generates big ideas and vision.

INVENTION
20,000 ft
Turns ideas into concepts, models and strategies.

DISCERNMENT
20,000 ft
Makes sense of complexity and chooses the right path.

GALVANIZING
10,000 ft
Mobilizes people and resources. Builds momentum toward action.

ENABLEMENT
5,000 ft
Empowers others to do their best. Builds capacity and strong teams.

TENACITY
Ground Level
Ensures things get done. Brings discipline, follow-through and completion.

IDEATION	ACTIVATION	IMPLEMENTATION
Exploring what could be	Deciding what should be	Doing what will be
WONDER → INVENTION	DISCERNMENT → GALVANIZING	ENABLEMENT → TENACITY

The 6 Working Geniuses® work best in sequence and partnership—each at its natural altitude.
Together, they turn inspired ideas into lasting impact.

DO YOU KNOW YOURSELF

Complete the Pre-Self Assessment?

REVIEW YOUR ASSESSMENT

What did you learn about yourself?

How do different aspects of your role affect your energy and your joy?

Do changes need to be made?

NOW CONSIDER YOUR TEAM

Any surprises?

Does this help you make sense of dynamics, dysfunctions, and what takes place in various conversations and meetings?

What do you do with this now?

TEAM MAP

- Remember how to use it and not how to use it
- Be somewhat careful with working genius “speech”
- Use working genius speech when it comes to meeting clarity and not exclusively for personell. You want the best people!!!



THE 6 WORKING GENIUSES®

Different Genius. Better Together.

Every teammate has all six Working Geniuses. We each have some that come naturally (our Genius) and others that drain us (our Frustration).

THE 6 GENIUSES	WONDER	INVENTION	DISCERNMENT	GALVANIZING	ENABLEMENT	TENACITY
	Sees endless possibilities. Generates big ideas and vision.	Turns ideas into concepts, models and strategies.	Makes sense of complexity and chooses the right path.	Mobilizes people and resources. Builds momentum toward action.	Empowers others to do their best. Builds capacity and strong teams.	Ensures things get done. Brings discipline, follow-through and completion.
What Each Genius CRAVES from teammates	**Space to dream and explore** • Listen to my ideas • Appreciate big picture thinking • Encourage creativity	**Freedom to create solutions** • Value my ideas • Give me resources and feedback • Trust the process	**Access to facts and insight** • Bring me good data • Respect my analysis • Let me think it through	**People and energy to rally** • Join the mission • Say yes and take action • Share the vision	**Relationship and trust** • Care about people • Be open and honest • Celebrate progress together	**Clear expectations and follow-through** • Set clear goals • Remove roadblocks • Do what you say you'll do
What CRUSHES each Genius	**Negativity and narrow thinking** • Dismissed ideas • Overly critical people • Micromanagement	**Rigid rules and premature judgment** • "That will never work" • Red tape • No room to iterate	**Chaos and lack of clarity** • Missing information • Unclear priorities • Emotional decisions over logic	**Inaction and lack of buy-in** • Resistance to change • Slow decisions • Cynicism	**Conflict and selfishness** • Drama • Disrespect • Lack of appreciation for people	**Disorganization and inconsistency** • Unclear plans • Missed deadlines • Lack of standards

BUILD STRONGER RELATIONSHIPS

We thrive when we value different Geniuses and lean into each other's strengths.

How Geniuses need each other:

WONDER (Inspires) → INVENTION (Designs) → DISCERNMENT (Clarifies) → GALVANIZING (Mobilizes) → ENABLEMENT (Develops) → TENACITY (Delivers)

Honor your Genius. Appreciate others. Do your best work together.

★ Great teams don't need everyone to be the same—they need everyone to be fully themselves.

LUNCH BREAK

45 MINUTES

TRUST

(THREE KINDS OF TRUST)

HOW TO BUILT IT,
KEEP IT, AND RESTORE IT

THREE KINDS OF TRUST



Integrity

You are Godly
You keep your Word
You are Kingdom-focused
You will do what is good and holy no matter what



Competency

You know what you are doing
You discern well and choose wisely
You will make sure your people have a job
You can problem-solve
You are more than just a visionary
They can trust following your lead



Personal Care

You know and love your people
You will not hesitate to drop everything to help
It is not about you and your glory
You are loyal and will not betray
People know they are not talked about by you

WE VALUE TRUST DIFFERENTLY

Which trust from others do you value the most?

Which trust does your team value the most?

Compelling

Which trust is natural for you to build; which is most difficult?

Activity

Consider the individual on your team with whom you have not built trust, or trust has been difficult to maintain, or where you believe trust is broken...from their perspective

Steps to Building Trust

Train yourself to consider first whether others trust you vs. if you trust others.

Understand that people crave different kinds of trust

Teambuilding is always worth the time; this is how trust is built in the most intentional way



Remember people matter more than policy, process, procedure, productivity, and programs.

Share from the heart at times; people need to see you as real and vulnerable.

COHORT COACHING

Who has a current problem, difficult situation, frustration, and you would like to share?

Remember the goal of listening and asking questions out of curiousity and for the sake of clarity.

FOR NEXT TIME

Read to self-examine and discuss

Come prepared for role-play and observation

Come ready to share about your love/hate relationships with fundraising