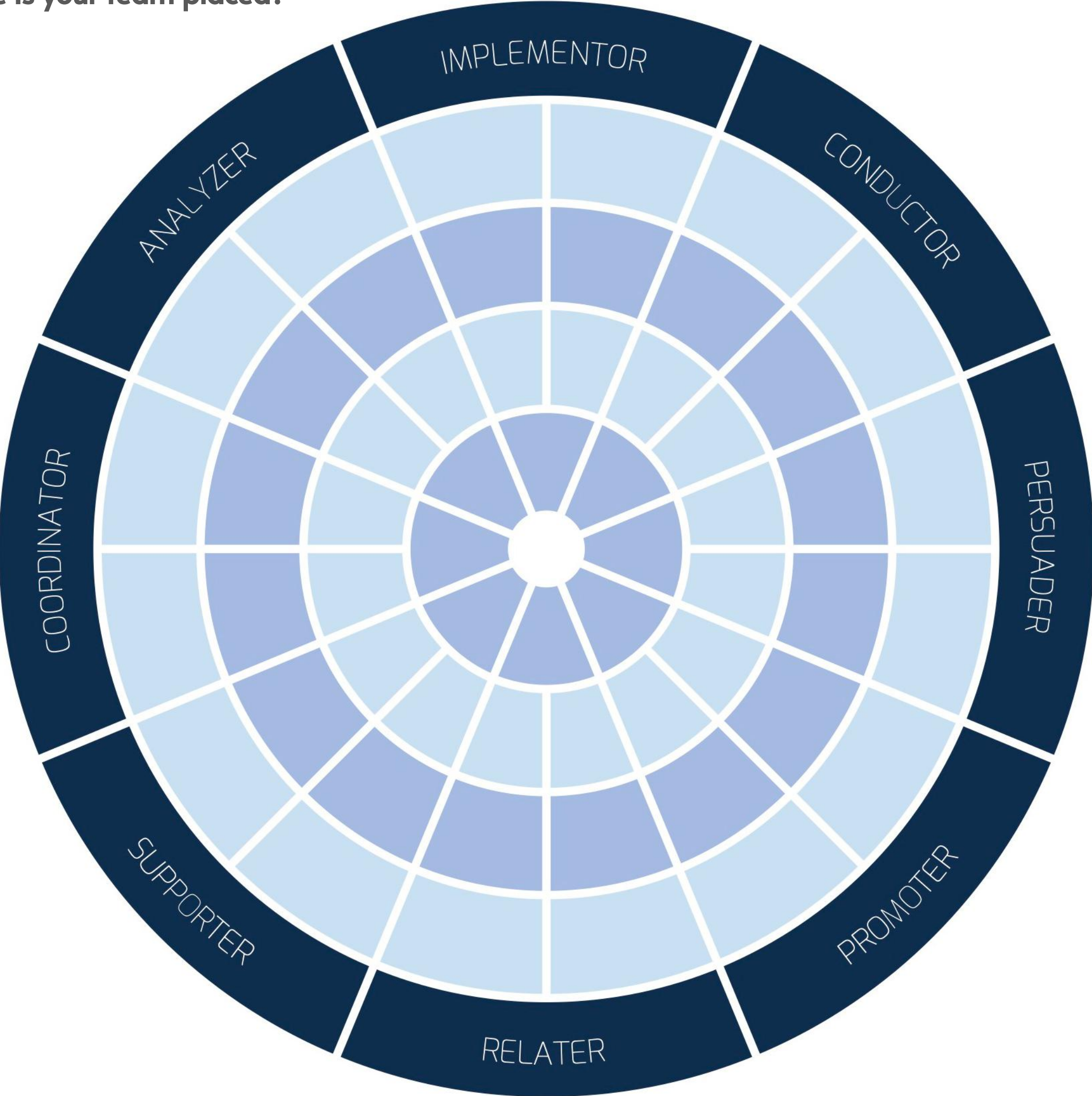*Step 4*

a) Where is your team placed?

Step 4 (continued)

b) What does this reflect about the overall direction of the team?
Where is the team's focus?

c) Is there a need for more diversity?

Homework

Make time to discuss this further.
Consider other aspects of the report
(e.g., communication, areas for development)

In particular, ask:
a) What are the similarities?
b) What are the differences?
c) Where are the gaps?

	Step 1 — Where do you sit? Does it surprise you?	Step 2 — How does this add value to your team?	Step 3 — What are the biggest areas of movement?
PROBLEM SOLVING — Reflects whether your natural strength is more **reflective** or **aggressive** in the way in which you approach problems.			
PROCESSING INFORMATION — Indicates whether your natural strengths is to be more **optimistic** or **realistic** in the way in which you process information.			
MANAGING CHANGE — Reflects whether your natural strength is more **dynamic** or **predictable** in the way you manage change.			
FACING RISK — Reflects whether your natural strength is more **structured** or **pioneering** in the way in you face risk.			

Homework

Take some time to read over your report (you might even like to discuss it with a trusted friend or colleague).

As you read the report and reflect on your strengths, consider four key questions:

a) What would help grow your leadership strengths?
b) How can you address any leadership weaknesses?
c) Are there any significant areas of 'movement' that are currently utilising a lot of your leadership energy?
d) How does this relate to your discipleship plan?

Remember: This is just a tool - not definitive or absolute. Some insights could be spot on – some could be way off. People are more than a survey profile.