

Team Building Module **(Core Level)** **International Students, Inc.**

Module Description and Purpose

Are people delighted you are on their team? Does your team look to you for insight as well as personal refreshment? Do you add strength to your team? We all want to work in an environment of a strong team, where we can enjoy life and ministry. In fact, we're most productive when we are each working to our strengths. This module will help team members function to their strengths; therefore, becoming a stronger and more effective team.

Delivery Method

This is a group-directed module. You will go through this module as a team, having prepared assignments beforehand and then convening in an extended (several hours) group session for discussion/planning.

If you have questions regarding this module, please email your question to the ISI [Training Department](#).

Assumptions

It is assumed that individuals beginning this module have already:

1. Completed the support development process
2. Been assigned a ministry position
3. Are assigned to a ministry team

Topics and Objectives

Module Overview – this module is divided into three (3) segments, or “units,” which include the following learning objectives and tasks:

- Determining characteristics of an effective team
- Assessing personal gifts, passions, strengths, and experiences
- Evaluating team and best fit/role for each person

Materials Needed:

- Notebook
- DISC personality test results
- Spiritual Gifts Inventory results
- Flip chart and markers

Unit One – Characteristics of an Effective Team

Discussion

1. Each team member lists characteristics of an effective team in a personal notebook.

2. Personally, identify which characteristics are most important to you.
3. What would you say are the greatest strengths of your current team?
4. What would you say are the greatest weaknesses of this team?
5. After everyone has personally answered the above, discuss 1-4 as a group.

Unit Two – Who Am I?

Assignments (1-3 will need to be done prior to group interaction)

1. Evaluate your personal influence style. Find the results of the DISC test that you took during your pre-hire Module 2 completion. If you haven't taken this test recently (within the past 2 years), use this [link](#) to complete a free online version.
2. Evaluate your spiritual gifts. Find the results of the Spiritual Gifts Inventory that you took during your pre-hire Module 2 completion. If you have not taken a Spiritual Gifts Inventory recently (within the past 2 years), go to this [link](#) for to complete an online version.
3. In addition, list those areas of particular passion, fulfillment, interest, and experience that give you joy in ministry.
4. In a group session led by the appropriate team member (i.e. Regional Director, Area/City Director, Campus Director) will lead a discussion of each person's style, gifts, passions, interests, and experience (or even new things you'd like to learn).

Unit Three – How Do I Fit?

Discussion

1. List current roles and functions of your ministry.
2. List things that would be priority if you had more personnel.
3. Prioritize what is most important in this current time and place in your ministry as a team. Don't be afraid to let go of some things and try new things.
4. Given what you know about your team, who would be best to take responsibility for each particular area.
5. Are there individuals you could recruit (e.g. volunteers) to take on areas to free you up to do more evangelism and discipleship?
6. Summarize a team plan with roles and responsibilities for the upcoming year, giving particular focus to the gifts, desires, and personalities of the team members.