

Leadership Team Discussion Questions on the gifts

*These questions are to build understanding, unity, and effective collaboration within the team. These are **conversation starters. not evaluations.***

1. Seeing the Whole Team

- Which gift categories seem most visible on our leadership team right now?
- Which gifts may be present but underrecognized or underused?
- How does gift diversity strengthen our ability to lead well?

2. Decision-Making & Direction

- Which gifts usually shape our decisions (insight, leadership, care, faith, organization)?
- Where might we benefit from listening more intentionally to other gift perspectives?
- How can we slow down or speed up appropriately based on our collective gifts?

3. Culture & Care

- What do our dominant gifts communicate about what we value as leaders?
- How do care, service, and shepherding gifts influence the tone of our leadership culture?
- Are any gift-bearers at risk of burnout or being taken for granted?

4. Mission & Outreach

- How do evangelism and generosity show up in our leadership priorities?
- What keeps us outward-focused rather than inward-focused?
- How can leaders without these gifts still champion them?

5. Growth & Balance

- Which gifts challenge us or stretch us personally?
- How do we respond when someone leads differently because of their gifting?
- What practices help us honor gifts we don't naturally share?

6. Moving Forward Together

- How can we better align roles and responsibilities with gifting?
- What is one practical change we could make to better use the gifts among us?
- How can we pray for one another more specifically around gifting?

Leadership Team Discussion Handout on the gifts

- Recognize **gift diversity without ranking**
- Improve **decision-making and collaboration**
- Guard against **burnout and blind spots**
- Stay aligned with **mission and culture**
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- Move toward **practical next steps**, not just insight