

# TEAM HEALTH ASSESSMENT TOOL REPORT

---

THAT is for All Christian Ministry Teams  
in Pursuit of Spiritual Health and Vitality

Prepared for: Team ABC

THAT is a Resource of Leadership Transformations, Inc.

Based on the principles in *Becoming A Healthy Team* by Stephen A. Macchia, founder and president of Leadership Transformations, Inc.

# Introduction

Based on *Becoming A Healthy Team* by Stephen A. Macchia, the Team Health Assessment Tool (THAT) focuses on the five essential ingredients of team health. Listed together they spell the word **TEAMS**:

**T** RUST  
**E** MPOWERMENT  
**A** SSIMILATION  
**M** ANAGEMENT  
**S** ERVICE

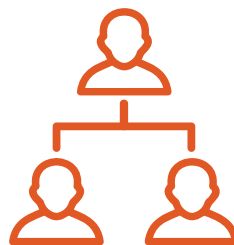
THAT is designed to help the team leader and team members listen well to one another, assess their areas of strength and highlight areas in need of improvement. Expressing willingness to listen to honest, candid feedback helps everyone fulfill their role on the team. Taking time on a regular basis to check in with one another is key to the team's success and fruitfulness.

Why is this so important? Frankly, because forming, building, and enhancing team health cannot be assumed – it takes work on everyone's part to maintain the stability of the team and thrive in their shared mission. Each time any one person enters or exits a team, the entire composition of the team changes. Therefore, it's imperative that teams regularly take their pulse and assess their spiritual vitality, making adjustments as necessary.

“Teams are very difficult to create. They are tougher to motivate. They are impossible to predict. They can be challenging to lead. They can inspire greatness and they can embody pettiness. They can gel quickly and they can splinter apart overnight. They are filled with people who are unique in their backgrounds, hurts, needs, joys, desires, gifts, aspirations, and call. To get a diverse group of people working on the same page is the ongoing priority and challenge for leaders.”  
*Becoming A Healthy Team, p. 17*

---

Often, though we call ourselves a team, we are simply a work group. We have banded together to offer our services to a ministry, but we are really there for our own self-interests. Work groups focus their attention on accomplishing goals through individuals who work on their own, whereas a team seeks to accomplish tasks interdependently. These are two distinct ways that people work together, both honorable and worthy of consideration. But, when teamwork is the desired outcome, it's essential we understand the difference between the two.



A team functions as a whole, and although it needs and requires strong leadership, it doesn't revolve solely around one person. A spiritually healthy team works collectively and cooperatively, with each member contributing to the strength and vitality of the whole. When a team gathers for meetings and ministry, it is essential that members come with the full interests of the team in heart and mind.

Even though the word *team* isn't in the English Bible, other similar words are used throughout the Old and New Testament. These terms include family of God and people of God, as well as *a chosen people*, *a royal priesthood*, *a holy nation*, *God's special possession* in 1 Peter 2:9. And scattered throughout the Scriptures, God's people provide great examples of partnerships and teams, beginning with the perfect team: Father, Son, and Holy Spirit.

In addition, Adam and Eve were called to multiply human life; Noah and his family overcame all odds to build an ark for God; Moses and company led the people of God into the promised land; Nehemiah and his team built a towering city wall; Shadrach, Meshach, and Abednego emerged from the fiery furnace as servants of the Most High God. Jesus and his disciples transformed the world forever, paving the way for the early church and the Apostle Paul to lead a movement that has stood the test of time. Now, in our generation, we are called to carry the torch and serve as teams of the Great Trinitarian Team, leading others back home to God.

Our favorite biblical analogy for teams comes from 1 Corinthians 12, where the apostle Paul urges the troubled and divided church in Corinth to become a cohesive unit, a team, as the people of God – as illustrated in the image of the body of Christ. In this single chapter, after addressing several issues that were keeping them from fruitfulness, Paul urges them toward love and unity. He calls upon those among him of various giftedness to unite amidst their diversity. Over and over again (in fact, 17 times in this one chapter!) he implores them to be a team – the body of Christ. Paul's use of the body to describe the people of God, working at their optimum level of effectiveness, is by far one of the greatest examples of team unity in the Scriptures. The analogy of the body applies to teams today.

The Apostle Paul would continue the theme of unity and oneness in every letter he pens to the churches under his care. All of this reflects Jesus' desire: for unity amidst their diversity, and for oneness of heart, mind, and mission. Jesus himself clearly gives voice to that desire through his beautiful high priestly prayer in John 17. That desire has not lessened over the generations. In fact, it's heightened all the more, and especially in our generation. Your team and its health and vitality matter much to God, to the mission of God, and to the ministry for which you've been called, commissioned, and blessed to lead and serve. Paying attention to the spiritual health of your team today will have direct impact on those you love and serve in Jesus' name now and always.

---

With that biblical backdrop in mind, we consider LTI's definition for a healthy ministry team:

"A Christian ministry team is a manageable group of diversely gifted people who hold one another accountable to serve joyfully together for the glory of God by:

- **sharing a common mission;**
- **embodying the loving message of Christ;**
- **accomplishing a meaningful ministry;**
- **anticipating transformative results."**

Each phrase of the definition is important: as Christians, we care about diversity in general and gifts in particular. A healthy team is richly diverse. Mutual accountability is a sign of strength and maturity, as opposed to one leader always holding members' feet to the fire. Joyfully serving for the glory of God may sound obvious but it's actually a temperamental choice of the heart, with ripple effects felt for generations. A common mission which embodies the gospel of Christ is what a team shares with others. And, involvement in meaningful service will ultimately lead to transformation of the lives who are recipients of a team's mission and ministry. When teams are inspired to be their very best together, the Kingdom of God is built up fruitfully and effectively. Most importantly, God is glorified through the unity, faithfulness, and fruitfulness embodied and expressed by a spiritually healthy team.

When a team gathers there are at least six questions each person on the team is asking, either verbally or internally:

- **Why am I here?**
- **Why are you here?**
- **Whom are we serving and what are their needs?**
- **What shall we do together?**
- **How shall we do what we are called to do?**
- **When will we know that our task is complete?**

*Becoming a Healthy Team, p. 20*

Each of these questions inform how a team member experiences their team. When those questions are vetted well, the team is ready for the task at hand. At Leadership Transformations, Inc. (LTI), we believe that as the leader (and team) goes, so goes the organization – more importantly, as the soul of the leader (and team) goes, so goes the leader (and team). Therefore, it's incumbent upon the leader and the team to understand how best to come alongside one another to accomplish their shared mission in ways that bring out the best in one another, and combine to make for a fruitful, Kingdom-building team.

The next several pages will reveal how THAT's questions have been answered by each member of your team. We will cover the five key areas – Trust, Empowerment, Assimilation, Management and Service – one at a time, with additional comments provided by team members sprinkled throughout the report below. This report has been compiled for team follow up discussion and action rendered important for the future health and well-being of the team and the ministry you share. If you purchased the optional 60-minute follow up coaching session, Steve Macchia will personally walk through your results via Zoom, dialoguing about the top-line findings, helping you frame next steps to take, etc. If you missed that option and would like to add it now, [click here](#).

---

Become a healthier team, a team of love.

Healthy teams are patient and kind.

They do not envy or boast.

They are not proud or rude.

They are not self-seeking or easily angered.

And do not keep a record of wrongs.

They do not delight in evil,

But they rejoice with the truth.

Healthy teams:

Protect,

Trust,

Hope,

Persevere.






**Healthy teams are people who love!**

*Becoming a Healthy Team, p. 181*








## THAT Report 1: Trust - TeamABC





1. Encouraged to share both personal and professional concerns.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 27.27%	3
<b>4</b> (4)	 45.45%	5
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.7</b>

2. Celebrates the accomplishments that have been attained.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 54.55%	6
<b>4</b> (4)	 18.18%	2
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.0</b>

3. Openly graced communication and free exchange of ideas.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 27.27%	3
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 27.27%	3
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	0.00%	0
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.8</b>

4. Healthy approach to resolving conflicts.






Choices (Score)	Percentage	Count
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.3</b>

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 27.27%	3
<b>4</b> (4)	 9.09%	1
<b>3</b> (3)	 36.36%	4
<b>2</b> (2)	 18.18%	2
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.3</b>

5. Encouraging individual and team pursuit of prayerful dependence upon God.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.8</b>

6. Overall, how effectively does the team establish and build trust among its members?

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 45.45%	5
<b>4</b> (4)	 45.45%	5
<b>3</b> (3)	 0.00%	0
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 0.00%	0
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.3</b>

#### Entries

1-10 of 11


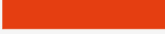



	Please take the opportunity to add any additional co...
<b>1</b>	Trust is a real strength. We protect one another and believe the best about one another.
<b>2</b>	Trust is an issue that we need to work on.
<b>3</b>	I would trust my teammates with my life!
<b>4</b>	We are pretty trusting of each other, but need to work on conflict resolution.

	Please take the opportunity to add any additional co...
5	Conflict resolution needs work - we just sweep it all under the rug
6	Trust is an area where we can improve. I think there are some past hurts related to how previous team members were let go that continues to impact trust on our team.
7	I love our team...awesomeness to the maxims!!
8	We trust one another!
9	On the whole I think our team does a great job of building trust. The only question where I answered less than "4" was on the subject of conflict resolution. There has been one hot spot topic where we seem to be unable to resolve.
10	Trusting one another comes easily to this team.








## THAT Report 2: Empower - TeamABC






7. Empowers members to exercise unique gifts, abilities, and passions.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 54.55%	6
<b>4</b> (4)	 27.27%	3
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 0.00%	0
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.3</b>

8. Empowers members by clearly defining roles and responsibilities.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 27.27%	3
<b>4</b> (4)	 18.18%	2
<b>3</b> (3)	 36.36%	4
<b>2</b> (2)	 0.00%	0
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.4</b>

9. Empowers members to continue to learn and grow spiritually, personally, professionally.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 45.45%	5
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	 0.00%	0
<b>1 (Not Very Well)</b> (1)	 0.00%	0
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.3</b>

10. Empowers members by delegating meaningful tasks and allowing members to be accountable.






Choices (Score)	Percentage	Count
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.6</b>

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 45.45%	5
<b>4</b> (4)	 18.18%	2
<b>3</b> (3)	 0.00%	0
<b>2</b> (2)	 18.18%	2
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.6</b>

11. Empowers members to be relationally interdependent with one another.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 18.18%	2
<b>3</b> (3)	 27.27%	3
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.6</b>

12. Overall, how effectively does the team empower its members.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 45.45%	5
<b>4</b> (4)	 27.27%	3
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 0.00%	0
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.1</b>

#### Entries






1-10 of 11

	Please take the opportunity to add any additional co...
<b>1</b>	I certainly feel like I'm given full support to do my job.
<b>2</b>	I feel empowered! I'm grateful to have a leader who listens!
<b>3</b>	I feel super empowered by my team!
<b>4</b>	We are pretty empowering, but I think we need more accountability for tasks that are delegated.






	Please take the opportunity to add any additional co...
5	We have a very gifted team, but need more definition of roles and responsibilities.
6	If definitely feel empowered in my work, but I could be better at empowering others. I want to work on that.
7	I am empowered by my leader! PTL!
8	I feel well supported.
9	Empowerment is also a strength of our team. Everyone seems to be working in their area of gifting and effectiveness, and we are always encouraged to continue growing. However, we can also all work pretty independently of one another rather than interdependently as asked in question #11.
10	Our leader does a great job distributing responsibility and making us feel empowered.

## THAT Report 3: Assimilate - TeamABC






13. Bringing together diverse gifts to meet team goals.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 27.27%	3
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	 0.00%	0
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.6</b>

14. Encouraged to consider others' needs as being more important than their own.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 45.45%	5
<b>3</b> (3)	 0.00%	0
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.9</b>

15. Holistically seeing many different perspectives to analyze a situation.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 18.18%	2
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.5</b>

16. Focuses on meeting the needs of people in order to multiply good in the hearts of others.






Choices (Score)	Percentage	Count
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.0</b>

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 45.45%	5
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 0.00%	0
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.0</b>

17. Creates an atmosphere of mutual respect and prayerful consideration of one another.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 45.45%	5
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 0.00%	0
<b>2</b> (2)	 0.00%	0
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.9</b>

18. Overall, how effectively does the team assimilate itself to work in a spirit of unity?

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.8</b>






**Entries** **1-10 of 11**

	Please take the opportunity to add any additional co...
<b>1</b>	It becomes a challenge at times to balance competing values. Hard to separate out what are values of the ministry and what are values of the individual team members. Maybe we need to revisit our core values and get everyone in alignment?
<b>2</b>	Sometimes we can fall into the Lone Ranger mindset.
<b>3</b>	We are all so different, but we are better together!





	Please take the opportunity to add any additional co...
4	This is definitely a strength of the team
5	Strong with assimilations!
6	I feel like our team really works well together and operates from a shared vision and understanding of what we're trying to achieve. This is a real strength for us.
7	We are fully assimilated!!
8	I think we could use some help here.
9	Nothing to add here.
10	We link arms and do the work together.

## THAT Report 4: Manage - TeamABC





19. Develops a ministry plan based upon discerning God's vision for the ministry.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 45.45%	5
<b>4</b> (4)	 27.27%	3
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.9</b>



20. Identifies and works towards goals that are specific, measurable, and achievable.




Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 54.55%	6
<b>4</b> (4)	 9.09%	1
<b>3</b> (3)	 27.27%	3
<b>2</b> (2)	0.00%	0
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>4.0</b>

21. Manages specific administrative details so it can fulfill its mission.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	0.00%	0
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.9</b>

22. Regularly assesses and evaluates effectiveness to fulfill its mission.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 50.00%	5
<b>4</b> (4)	 20.00%	2

Choices (Score)	Percentage	Count
<b>3</b> (3)	 10.00%	1
<b>2</b> (2)	 0.00%	0
<b>1 (Not Very Well)</b> (1)	 20.00%	2
<b>Total</b>		<b>10</b>
Unanswered		1
<b>Avg Score</b>		<b>3.8</b>

23. Implements shared missional priorities in a prayerful and open-handed way.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 18.18%	2
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	 18.18%	2
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.6</b>

24. Overall how effectively does the team manage its activities?

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	 0.00%	0
<b>1 (Not Very Well)</b> (1)	 9.09%	1
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.9</b>

#### Entries

1-10 of 11






	Please take the opportunity to add any additional co...
<b>1</b>	We manage things well. I think we've got natural management wiring across the team.
<b>2</b>	Our team manages day to day operations very well.
<b>3</b>	Our team is incredibly well-managed
<b>4</b>	I put 3s across the board. Neither a strength or a weakness. We are okay. Could improve here. We need to hire more admin help.
<b>5</b>	A well-oiled machine!








	Please take the opportunity to add any additional co...
6	At times the lines get a bit blurry on what authority I have to manage and make decisions. Greater clarity in team roles would be helpful.
7	Great management of our team!!
8	I feel like sometimes we hold on to "our plan" too tightly. When it feels like we are trying to control the outcome, it's not good.
9	I appreciate how our team leader regularly checks in on our SMART goals, offers helpful feedback, and reminds us of the bigger picture and mission of our team.
10	When it comes to the details, we need some help.

## THAT Report 5: Serve - TeamABC






25. Serves the needs of others by being faithful in prayer.

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 27.27%	3
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.5</b>


26. Discerns the needs of those being served.





Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 18.18%	2
<b>4</b> (4)	 27.27%	3
<b>3</b> (3)	 18.18%	2
<b>2</b> (2)	 18.18%	2
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.1</b>

27. Serves the needs of others by fulfilling its calling or purpose.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 30.00%	3
<b>4</b> (4)	 40.00%	4
<b>3</b> (3)	 0.00%	0
<b>2</b> (2)	 10.00%	1
<b>1 (Not Very Well)</b> (1)	 20.00%	2
<b>Total</b>		<b>10</b>
<i>Unanswered</i>		<i>1</i>
<b>Avg Score</b>		<b>3.5</b>

28. Engages in activities that ultimately transform the lives of those they serve.






Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 27.27%	3

Choices (Score)	Percentage	Count
<b>4</b> (4)	 27.27%	3
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 9.09%	1
<b>1 (Not Very Well)</b> (1)	 27.27%	3
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.2</b>

29. Serves others with a sacrificial love, delighting together in ministry that builds God's kingdom

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 40.00%	4
<b>4</b> (4)	 30.00%	3
<b>3</b> (3)	 0.00%	0
<b>2</b> (2)	 10.00%	1
<b>1 (Not Very Well)</b> (1)	 20.00%	2
<b>Total</b>		<b>10</b>
<i>Unanswered</i>		<i>1</i>
<b>Avg Score</b>		<b>3.6</b>

30. Overall, how effectively does the team engage in practices that serve the needs of others?

Choices (Score)	Percentage	Count
<b>5 (Extremely Well)</b> (5)	 36.36%	4
<b>4</b> (4)	 36.36%	4
<b>3</b> (3)	 9.09%	1
<b>2</b> (2)	 0.00%	0
<b>1 (Not Very Well)</b> (1)	 18.18%	2
<b>Total</b>		<b>11</b>
<b>Avg Score</b>		<b>3.7</b>

#### Entries

1-10 of 11

	Please take the opportunity to add any additional co...
<b>1</b>	We serve well together.
<b>2</b>	I'd like to see us expand our circle of those we serve.
<b>3</b>	We are very focused on loving others well!
<b>4</b>	We do well here.
<b>5</b>	I feel like we can get very focused on productivity and forget to serve others.

	Please take the opportunity to add any additional co...
6	This team is made up of servant-hearted leaders so this service element comes so naturally. This team lives to serve!
7	We serve great together!!
8	This area needs work for us.
9	Service is a high value on this team.
10	This team loves to be involved in serving together.

# So What? Now What? – Suggested Next Steps

---

## Caring for the Soul of the Leader and Team

The bulk of the Assessment and Report deals with external, relational, and functional issues of team life. But, the first and most important area for teams is in the spiritually intangible, behind the scenes, and personal aspects of the team experience. The soul of the leader and the souls of the individual team members reflect the spiritual temperature of the team.

What we each bring to the team table is ourselves – our raw material of life, often-unfiltered and ready-to-be-redeemed, graced-life with God. Or, a life of sin, self-absorption, self-referencing, and self-centeredness. Most likely, we are all somewhere in between these two extremes!

So, as we commence this journey to team health, we must begin with spiritual health. What we bring to the table is our true or false selves – the goal is to become a team filled with true (honest, heartfelt, humble) individuals who reflect the hope and promise of God. This side of heaven, that will not fully occur. But, we can, as team leaders, lean into being fully honest about our desire for a vibrant life with God and a heart's desire to bring that life with God to the team experience. And, thereby, encourage the rest of the team to do likewise.

## Some of the questions we suggest you ask one another as a team:

First, instead of *Hi, how are you?* we suggest asking *How are you and God doing today?* or *How is it with your soul today, dear friend?* A Christian ministry team's spiritual health begins with asking the right soul questions and then listening attentively – and without correction, comparison, or competition – to the response of each team member. Taking the time for each team member to decompress from their day's activities and enter into shared team space encourages this kind of personal, soul-based sharing.

Secondly, how often does your team pause in prayer together? We don't mean merely the perfunctory opening prayer to get things started and another one to conclude the meeting, as important as those prayers may be. Instead, we suggest adding at least 1 minute of silent prayer to the beginning of the meeting, allowing each person to internally declutter from their busy, noisy day, and silently rest into the meeting and pray around the circle for one another and for the team experience ahead. Adding 1-minute pauses throughout the meeting, especially when conversations become heated, are helpful to the team and each individual member. Increasing those 1-minute pauses to 3- or 5-minute pauses multiplies team effectiveness. Try it!

---

Thirdly, as it relates to spiritual vitality of the team, encourage each other to maintain a regular prayer life in our own personal prayer closets at home. Developing a lifestyle of prayerfulness, including the Scriptures and other ways of reflecting on our with-God life, helps to work our spiritual muscles in new and renewing ways. Consider taking a retreat together as a team, facilitated by a trained retreat leader, where you can concentrate on soul care and spiritual health. Every team we've ever worked with needs this kind of spiritual accompaniment, and taking a retreat together reinforces the daily and regular routines of soul care for each team member. Aiding one another in this regard will reap fruitfulness for months to come.

*Leadership Transformations* offers excellent resources for the care and nurture of the soul.

1. Online Soul Care Opportunities such as Soul Care Retreats, Online Workshops, Enneagram Training, and Church Health Assessment Tool Training
2. Online resources such as retreat guides, books, and materials found at our online store, [www.SpiritualFormationStore.com](http://www.SpiritualFormationStore.com)
3. Becoming a Healthy Team Workbook and Exercises is the complementary resource to Becoming a Healthy Team and is an outstanding resource to help you practice the principles of team health in a non-competitive, creative way
4. Professional services for your specific team such as Soul Care Retreats, Team Health Coaching Sessions, and Spiritual Discernment for Teams
5. Ongoing programs to train your team members in various spiritual formation areas of expertise: Selah, our Certificate Program in Spiritual Direction, and Emmaus, our Certificate Program in Formational Leadership

## Ways we can pursue greater spiritual vitality on our team

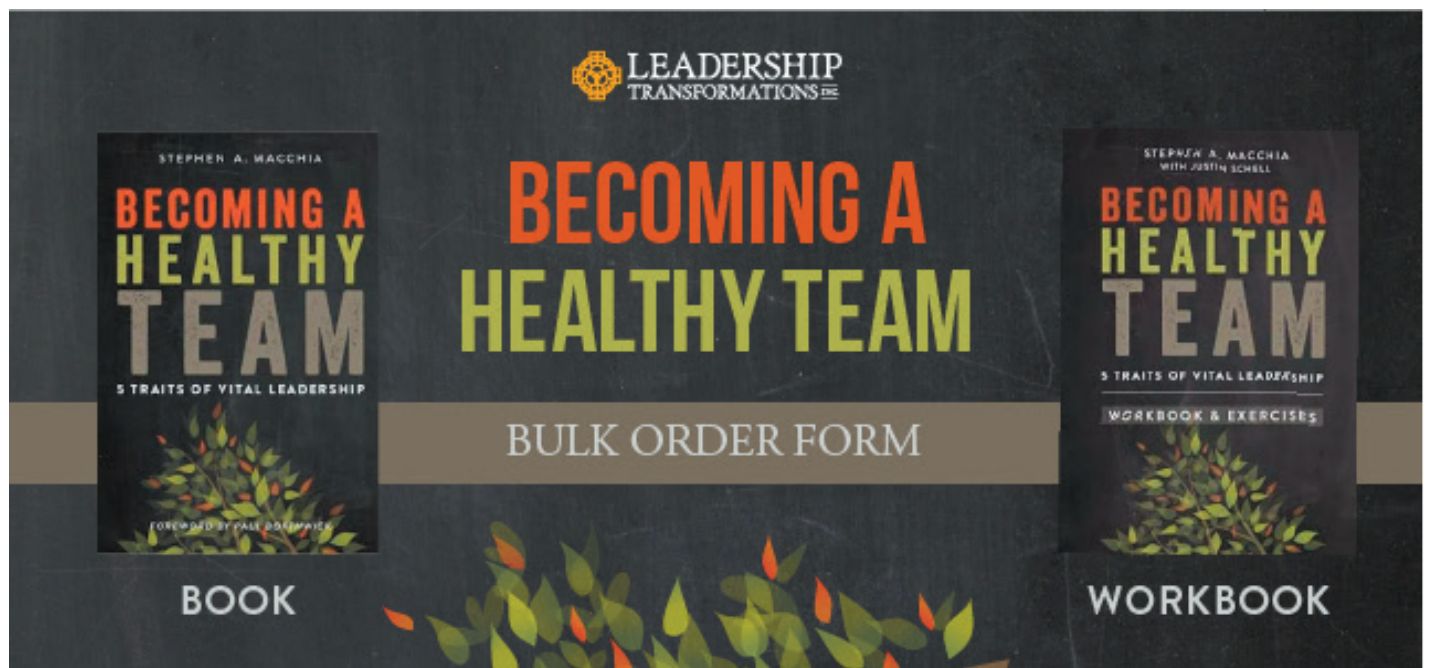
Add your ideas and next steps below.

# Next Steps with the Report

“A Christian ministry team is a manageable group of diversely gifted people who hold one another accountable to serve joyfully together for the glory of God by:

- sharing a common mission;
- embodying the loving message of Christ;
- accomplishing a meaningful ministry;
- anticipating transformative results.”

In addition to the essential efforts of spiritual health outlined in an abbreviated way above, let’s take a look at each area of the Team Health Assessment Tool (THAT) Report. As you walk your way through the Report, discuss together how to improve your team health according to the suggestions noted here. More details for each can be found in Stephen Macchia’s book, *Becoming a Healthy Team* – the basis for THAT.



# Healthy Teams TRUST

As you review your results as a team, consider the following ways that teams exhibit TRUST:

## Build TRUST through Community

We are best when we are united as community

*What did we learn about the health of our listening and attentiveness to one another?*

## Build TRUST through Celebration

We are best when we celebrate accomplishments

*What did we discover about our priority of celebrating our accomplishments?*

## Build TRUST through Communication

We are best when we effectively communicate

*What did we notice about our environment of graced communication?*

## Build TRUST through Conflict Resolution

We are best when we resolve our conflicts

*What did we discern from one another about how well we resolve conflicts?*

## Build TRUST through Collective Dependence on God

We are best when we trust God together

*What did we observe about our individual and shared life of prayerful dependence?*

## Highlights from our Report about TRUST

## Ways we can build TRUST on our team



# Healthy Teams EMPOWER

As you review your results as a team, consider the following ways that teams EMPOWER:

## EMPOWER through Gifts and Passions

We are strong when we release each other's gifts

*What did we learn about how well we activate each member's gifts and abilities?*

## EMPOWER through Defined Responsibilities

We are strong when we clarify roles and responsibilities

*What did we discover about how well we clearly articulate member's roles and duties?*

## EMPOWER through Teachability and Resourcing

We are strong when each member is humble, teachable, and resourceful

*What did we notice about each team member's teachability and resourcefulness?*

## EMPOWER through Delegation and Accountability

We are strong when we follow through on our delegated areas of service

*What did we discern about how well we delegate and hold one another accountable?*

## EMPOWER through Relational Interdependence

We are strong when each member does their part with excellence

*What did we observe about our relational interdependence as a team?*

## Highlights from our Report about EMPOWERMENT

## Ways we can enhance EMPOWERMENT on our team

# Healthy Teams ASSIMILATE

As you review your results as a team, consider the following ways that teams ASSIMILATE:

## ASSIMILATE through Cross-Pollination

We are unified when we see each other as vital to the whole

*What did we learn about how well we honor the diversity of our team?*

## ASSIMILATE through Others-Orientation

We are unified when we prefer one another above ourselves

*What did we discover about how well we consider others' needs first?*

## ASSIMILATE through Systemic Direction

We are unified when the visible and tangible is enlightened by the hidden

*What did we notice about how well we see ministry systemically and holistically?*

## ASSIMILATE through Ministry Multiplication

We are unified when shared efforts reap multiplied fruitfulness

*What did we discern about the multiplying effect of our ministry with others?*

## ASSIMILATE through Mutual Respect

We are unified when we are with and for each other

*What did we observe about our mutual respect and appreciation for one another?*

## Highlights from our Report about ASSIMILATION

## Ways we can creatively ASSIMILATE on our team...

# Healthy Teams MANAGE

As you review your results as a team, consider the following ways that teams MANAGE:

## MANAGE through Ministry Plans

We function well with a defined vision, mission, and plan

*What did we learn about the importance of discerning a ministry plan together?*

## MANAGE through SMART Goals

We function well with inspirational objectives

*What did we discover about the helpful ways well written goals focus and inspire?*

## MANAGE through Systematic Administration

We function well with excellent follow through

*What did we notice about the administrative details impacting the flow of service?*

## MANAGE through Results Evaluation

We function well with continual noticing of shared effort

*What did we discern about the impact of ongoing and regular assessment?*

## MANAGE through Prayerful Implementation

We function well with shared missional priorities offered open-handedly

*What did we observe about implementing priorities prayerfully and open-handedly?*

## Highlights from our Report about MANAGEMENT

## Ways we can enhance MANAGEMENT on our team

# Healthy Teams SERVE

## SERVE through Heartfelt Prayer

We delight in ministry that's bathed in prayer

*What did we learn about the discipline of team-shared prayerfulness?*

## SERVE through Discernment of Need

We delight in ministry that's discerned together

*What did we discover about discernment as an ongoing lifestyle and team priority?*

## SERVE through Fulfillment of Call

We delight in ministry that's missionally relevant

*What did we notice about maintaining a laser focus on our calling and purpose?*

## SERVE through Transformation of Life

We delight in ministry that's redemptive and renewing

*What did we discern about life-change as a God-ordained outcome of ministry?*

## SERVE through Sacrificial Love

We delight in ministry that's Kingdom-building

*What did we observe about reflecting Christ-like, sacrificial love in all our efforts to build up the Kingdom of God in our generation?*

## Highlights from our Report about SERVING OTHERS

### Ways maintain focus on SERVING OTHERS on our team

---

In addition to reviewing the results of our Team Health Assessment Tool (THAT) from the five areas of Trust, Empowerment, Assimilation, Management, and Service, there are a handful of other team health matters for your ongoing consideration and conversation:

## Leading the Team

Read chapter 8 – *Leading Healthy Teams* – in *Becoming a Healthy Team* for important definitions of team leadership and the roles and responsibilities entrusted to the leader who desires to become a redemptive leader.

## Four Vital Topics

In the *Conclusion: Becoming a Healthier Team* in *Becoming A Healthy Team*, we look more carefully at four vital topics for leaders and teams to incorporate into their shared experience:

- Team Covenants – what are the values, practices, and commitments you are making to one another?
- Team Retreats – how often and for what purpose are you gathering as a team outside the regular work of the team for prayer, planning, and relationship building?
- Team Meetings – what are the priorities for enhancing your regular meeting times and how will you know if you're successful?
- Non-competitive Exercises – how can you incorporate healthy, life-giving experiences into equipping and resourcing your team for greater effectiveness? [ons.org](https://www.leadershiptransformations.org)) offers excellent resources for the care and nurture of the soul.

## Other team building resources and opportunities for your team from Leadership Transformations, Inc.

Follow up 1-hour coaching session with Steve Macchia

If you have not yet purchased this option and you would like to, [click here](#).

Private 2-hour *Becoming a Healthy Team* Workshop via Zoom with Steve Macchia

If you have not yet purchased this option and you would like to, [click here](#).

Online retreats and online resources

Check out [this page](#) for a list of online retreats and workshops that will enrich your team.

Other Spiritual Formation Resources

Visit [spiritualformationstore.com](https://spiritualformationstore.com) for hundreds of books and downloads all topically categorized.

