

# DEVELOPING YOUR TEAM...(OR HOW TO GET ALONG WITH DIFFICULT PEOPLE)

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CONFERENCE 2025



# HEALING A BROKEN RELATIONSHIP

Getting into the world of your team

# THE MOST IMPORTANT RELATIONSHIP

- 1 John 5:11 – “God has given us eternal life, and this life is in His Son. He who has the Son has life; he who does not have the Son of God does not have life.”



# THE POWER OF A PAIN PARTNE R FRIEND

Not overly impressed with you

Importance of a friend

Similar interests...can see world through your eyes

Asks second and third questions

Stays out of their autobiography

Not overwhelmed by your honesty and transparency

Has your back...loyal to your welfare



# MORE USEFUL ( ACCURATE ) TERMINOLOGY

AGENTIC: INSTRUMENTAL (POSITIVE TRAITS)

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Independent • Active • Competitive • Decisive  
Never gives up • Self-confident • Stands up under pressure



# MORE USEFUL ( ACCURATE ) TERMINOLOGY

## EXPRESSIVE: COMMUNAL-AFFILIATION

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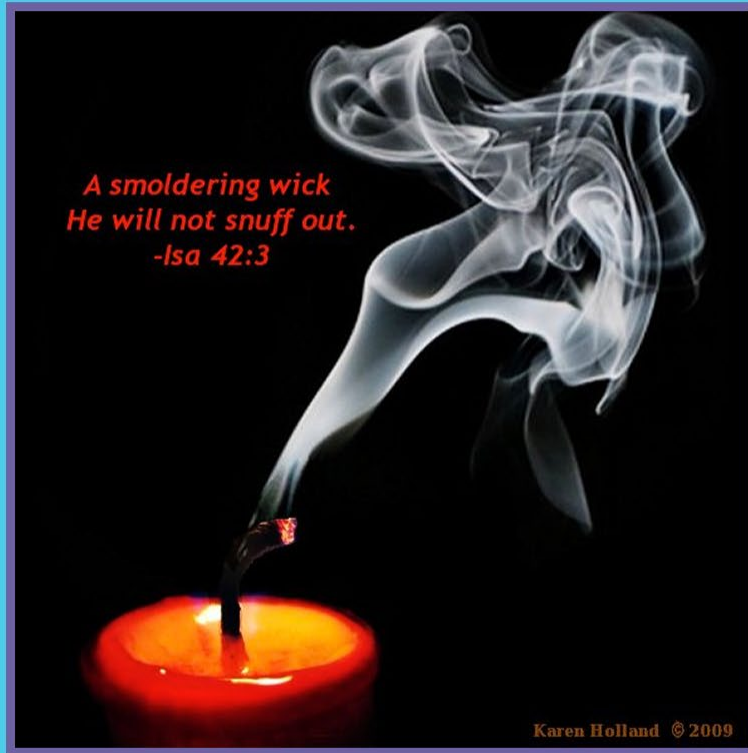
Emotional • Devotes self to others • Gentle  
Helpful to others • Kind • Aware of feelings of others  
Understanding of others • Warm

# WHAT ABOUT JESUS?

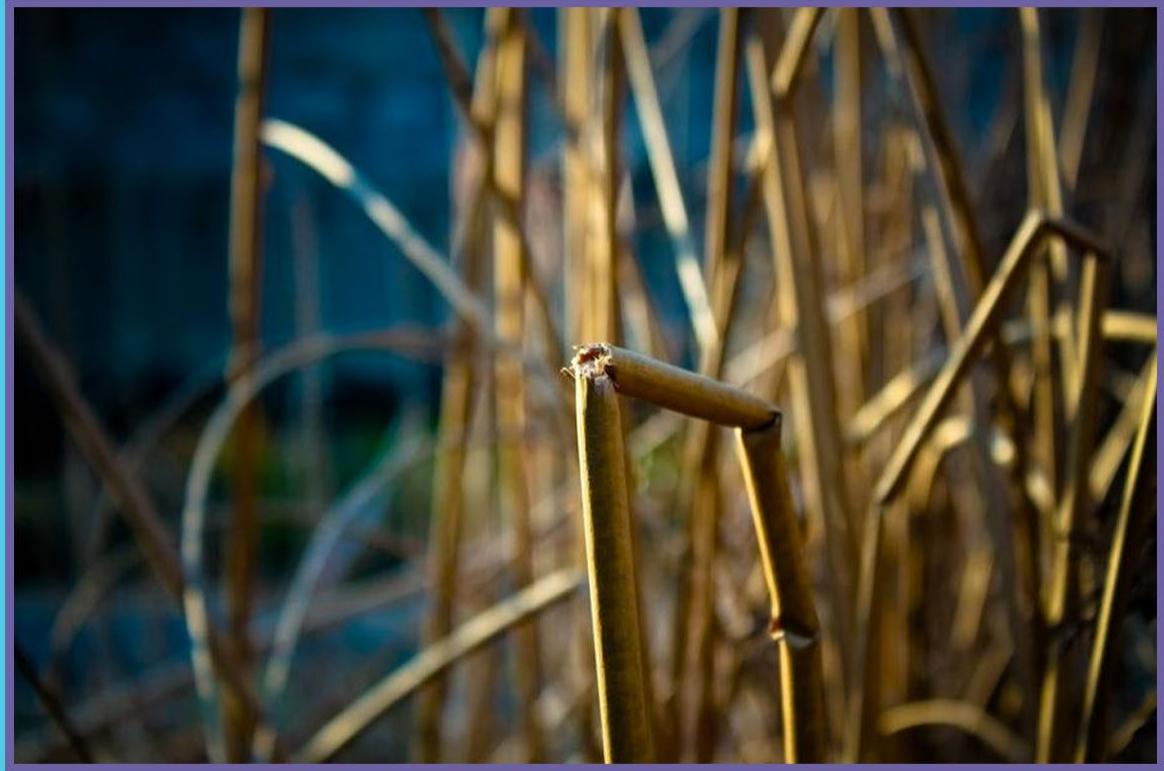
- WEPT OVER LAZARUS AND JERUSALEM
- BRUISED REED AND SMOLDERING WICK
  - ISA. 42:3; MATTHEW 12:20
  - IMPLIES THE TENDERNESS WITH WHICH JESUS TREATS THE WEAK.
  - CHILDREN DRAWN TO HIM (LIKE A JUNGLE GYM)

# WHAT ABOUT JESUS?

*A smoldering wick  
He will not snuff out.  
-Isa 42:3*



**WHAT  
ABOUT  
JESUS?**



**WHAT  
ELSE  
ABOUT  
JESUS?**



# SO...HOW DIFFERENT ARE WE?

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional



# REALISTIC TYPE

- **INTERESTS**

SPORTS, OUTDOORS, TOOLS, MACHINES

- **WORK ACTIVITIES**

EQUIPMENT, TOOLS, BUILDING, FIXING THINGS

- **VALUES**

TRADITION, PRACTICAL THINGS, COMMON SENSE











# INVESTIGATIVE TYPE

- **INTERESTS**

SCIENCE, MATH, LANGUAGE, IDEAS, THEORIES

- **WORK ACTIVITIES**

LAB WORK, ANALYZING DATA, RESEARCH

- **VALUES**

INDEPENDENCE, CURIOSITY, LEARNING, ASKING “WHY AND HOW?”





# ARTISTIC TYPE

- **INTERESTS**

SELF-EXPRESSION, ART, MUSIC

- **WORK ACTIVITIES**

WRITING, CREATING ART, MAKING MUSIC

- **VALUES**

BEAUTY, ORIGINALITY, INDEPENDENCE, IMAGINATION, "I'LL DO IT MY WAY!"

**BUT...AREN'T WE GOOD PARENTS???**







# **SOCIAL TYPE**

- **INTERESTS**

PEOPLE, TEAMWORK, SERVICE TO OTHERS

- **WORK ACTIVITIES**

TEACHING, EXPLAINING, HELPING

- **VALUES**

COOPERATION, GENEROSITY, SERVICE TO OTHERS

# SOCIAL

- SPOUSE
- FRIENDS
- LOYALTY
- ENCOURAGEMENT
- CONFIDENTIALITY







# BEST BUDDIES



# ENTERPRISING TYPE

- **INTERESTS**

BUSINESS, POLITICS, LEADERSHIP

- **WORK ACTIVITIES**

SELLING, MANAGING, PERSUADING

- **VALUES**

RISK TAKING, STATUS, COMPETITION, ASSERTIVENESS

selfless leader  
humility action  
leadership servant  
good-listener open-minded  
ethical role-model





**“I WANT EVERY LITTLE GIRL WHO’S TOLD  
SHE’S BOSSY, TO BE TOLD INSTEAD SHE  
HAS LEADERSHIP SKILLS.”**

**- SHERYL SANDBERG, FACEBOOK**

# CONVENTIONAL TYPE

- **INTERESTS**

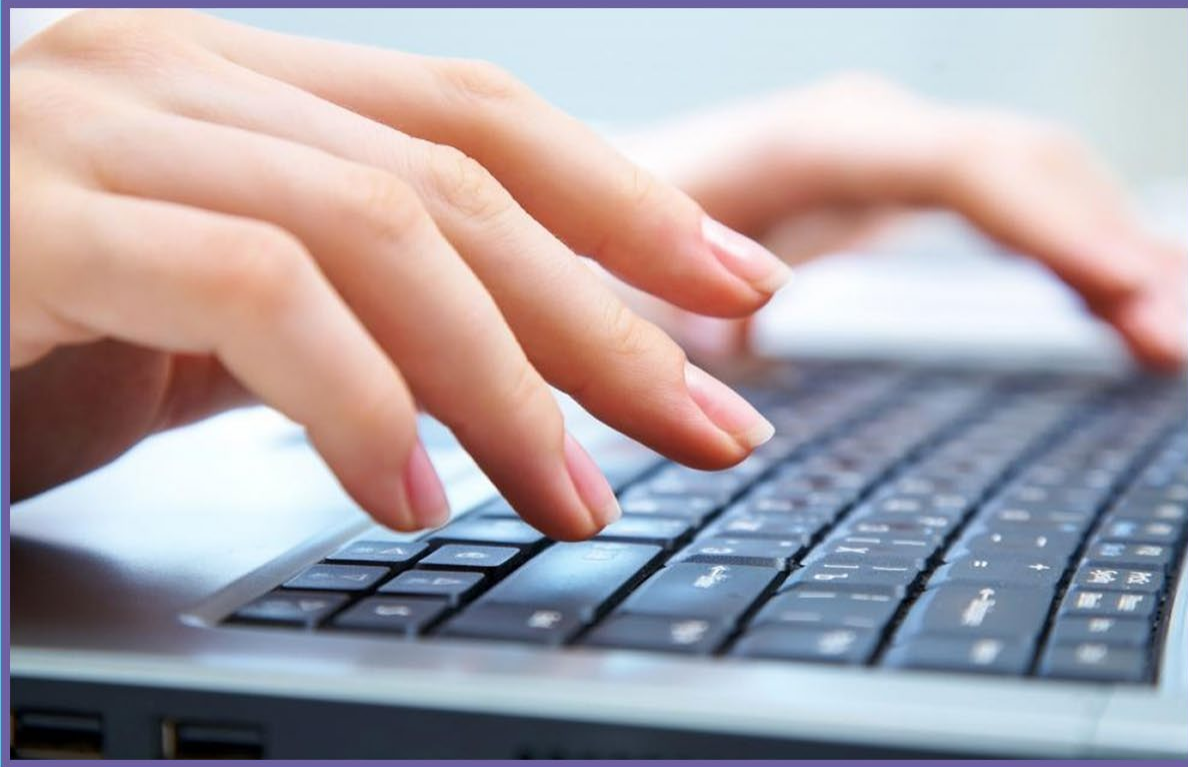
ORGANIZATION, INFORMATION, FINANCE

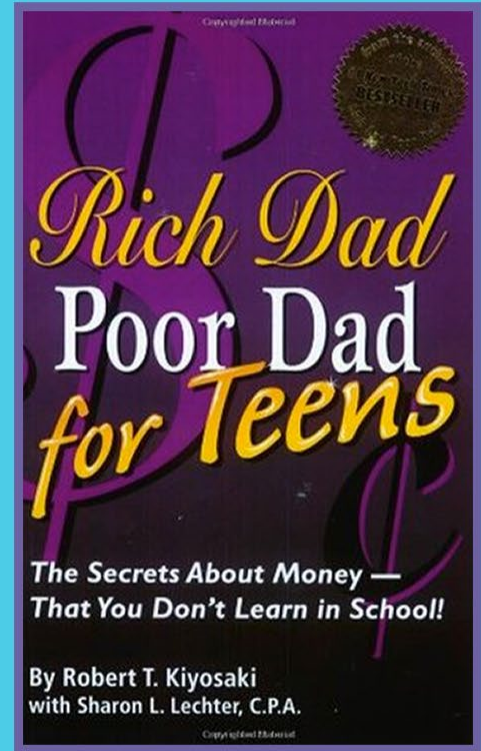
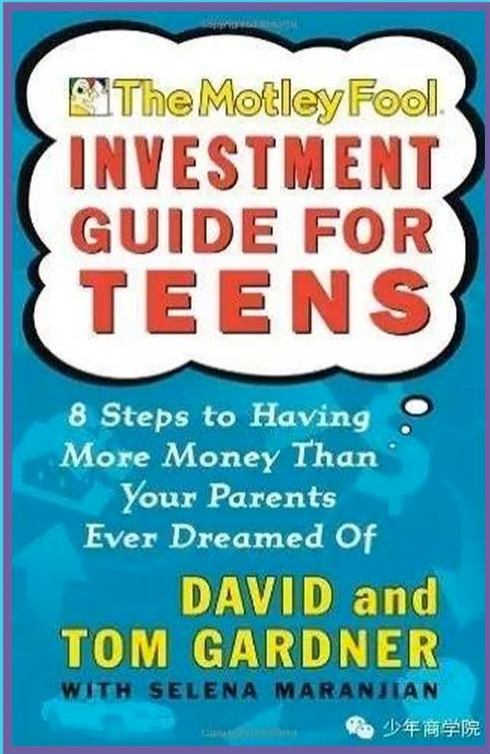
- **WORK ACTIVITIES**

SETTING UP PROCEDURES, ORGANIZING, USING COMPUTERS,  
KEEPING RECORDS

- **VALUES**

ACCURACY, STABILITY, EFFICIENCY, STANDARD OPERATING PROCEDURES





# WHO WILL BE MY “BEST FRIEND?”

- BEST?

USUALLY THE ONE LIKE ME

- LEAST

USUALLY THE ONE LEAST SIMILAR TO ME



# WHICH TYPE AM I MOST LIKELY TO MARRY?

- WAIT TILL THE SEMINAR ON MARRIAGE.
- TAKE A GUESS!



# HEALING A BROKEN RELATIONSHIP

- Forgiveness leaves the future open...
- Creates opportunity to grow in love...
- Heals what years of running away, defending, and blaming cannot heal...
  - A Forgiving Heart by Lyn Klug



# **FORGIVENESS**

- ***“Forgiveness is a conscious and deliberate act of the will that frees the forgiven from guilt and blame, while delivering the forgiver from anger and pain...it does not have to be received to be given...nor given to be received.***
- ***But when given AND received, it may reconcile the forgiven to the forgiver.”***
  - ***Dr. Richard Dobbins***

# QUESTIONS ABOUT FORGIVENESS

- How can I know I've forgiven or been forgiven?
- Can we forgive ourselves?
- Can I forgive one who neither admits nor regrets what they did?
- If I'm harmed by an institution is forgiveness possible?

# MORE QUESTIONS ABOUT FORGIVENESS

- Can prayer really make a difference?
- Are some things unforgivable?
- Is forgiveness the same as TRUST?
- Does forgiveness mean I must forget?
- Is reconciliation always possible or even desirable?
- What if the person who harmed me is dead?

# WHAT FORGIVENESS IS NOT

- Pretending injury doesn't matter...it does
- Ceasing to hurt...we may hurt a long time
- Forgiveness means forgetting...we don't 'forget' (vindictiveness leaves)
- "Everything is just the same" ...it isn't (but may be better)



I'm

Sorry

# FORGIVENESS

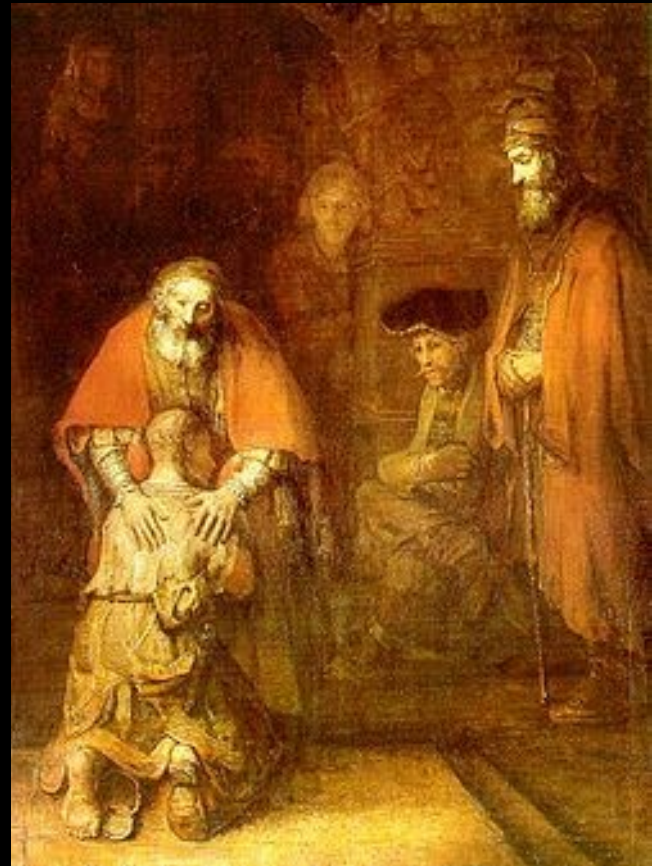
- A cognitive response (a choice)
- An emotional response (takes longer)





# THE MESSAGE I INTENDED TO PREACH

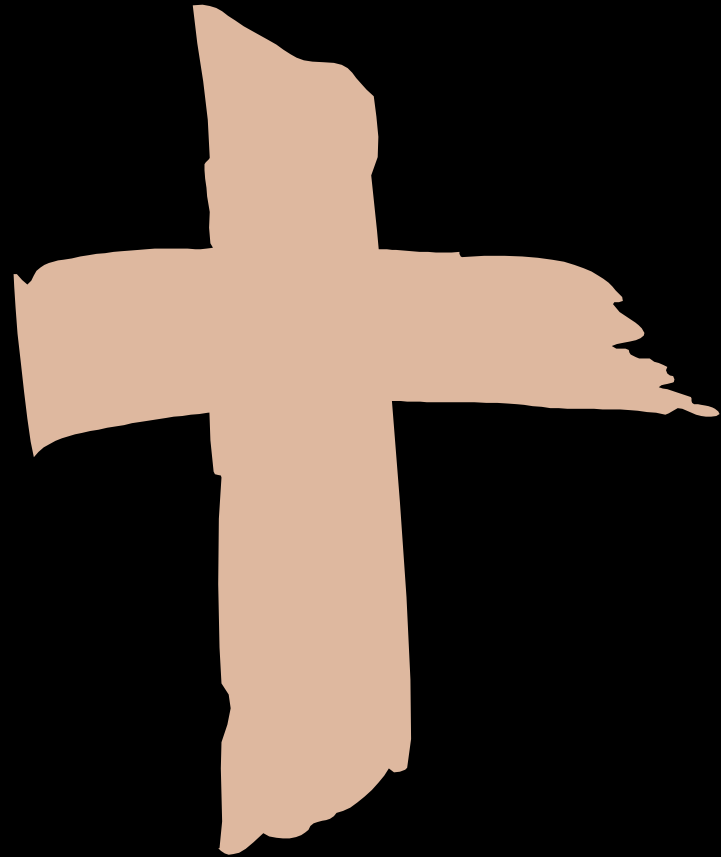
- Restoring a relationship
- ...with God
- ...with you
- ...with myself





# WHAT DOES GOD SAY ABOUT ME?

- LOVABLE
- VALUABLE
- FORGIVABLE
- CHANGEABLE
- NEVER ALONE



NOT  
DONE  
YET!





AMEN.