

# MEMBER NOTES

**Confidential notes belong to:**

Add your Name & Phone #

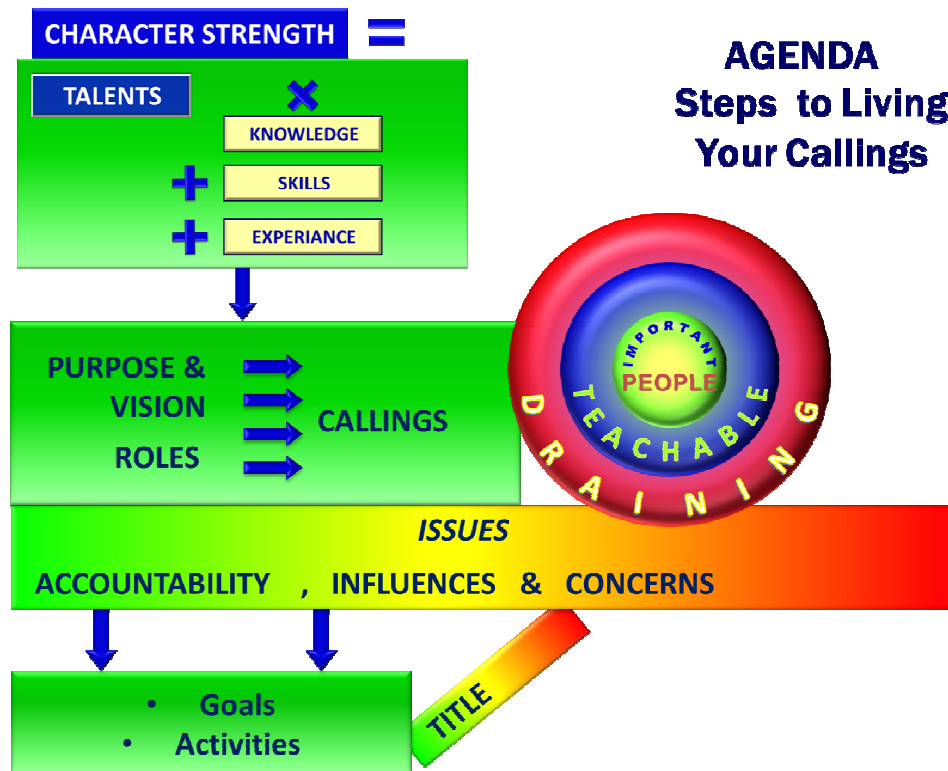
## 1. INTRODUCTION

Thank you for your interest in The Strengths Workshop. We trust that God will bless you through what could be a life changing experience. This workshop is for motivated people who desire to discover their God given strengths and apply this knowledge to help fulfill their life callings. In a team environment you will be supported and encouraged by others who share your same objectives.

This is a participatory workshop. Your participation is critical for your own benefit as well as for the benefit of other group members. As you share and support each other the following notes will serve as your guide.

At our web site small group page <http://www.strengthministry.ca/wp/sm/sg/>, you will find links to:

- Our free workshop book, **The Strengths Workshop**. This is your self-study guide. This book follows the same structure as this workshop. There you will find thoughts, tips, tools and templates that you can use and reuse for a lifetime of discovery and applications.
- A set of instructional video clips that your group facilitators will share with you to help you do some of the exercises during each of your sessions.
- The Gallup StrengthsFinder2.0 assessment tool. In large multinational organizations as well as small churches around the world, this tool is used by millions to help them discover their strengths.



# MEMBER NOTES

## 2. WORKSHOP FORMAT

The attached topical framework illustrates the content and the agenda of the workshop over seven or eight sessions. Other than the first session which may be a bit longer, each session should last about 90 minutes.

We call this a “workshop” because you are expected to work. As a participatory workshop, **the majority of the time is dedicated to interactions and sharing**. We value your time. While your facilitator has some flexibility he or she will try to stay within the allotted time frame. We ask for your support by sharing your thoughts while allowing others to do likewise.

**Each session will lead you to some homework reading and exercises** that you need to cover before your next session. These you will find in your exercise book. The value you get from the workshop is directly related to what you invest in your homework. We recommend that you spread the homework over a number of days. The following pages provide you with more details.

## 3. PREPARATION:

- Add your name and phone number at the top of your **confidential notes**.
- Become familiar with these notes. They are for you to add notes of your personal discovery as well as what your team may share. Always bring these Notes and a pen to every session.
- Go to the Small Groups web page at <http://www.strengthministry.ca/wp/sm/sg/> and:
  - Follow the links to get your FREE Workshop Book. **Download and Print this book.**
  - If you do not wish to print the book and **prefer** to use an electronic reader or tablet, there is a link to download the exercise templates which are in an MS word format.
  - **If you have not do so, take the Gallup StrengthsFinder2.0 Assessment:**
    - **Go to** <https://www.gallupstrengthscenter.com/Purchase>. Complete the mandatory StrengthsFinder Assessment.
    - **Download and Print the Strengths Insights Report.**
    - **Email your name and contact information and your five strengths themes to your facilitator.**
    - **Take time to think.** Did these results surprise you? Why? Which of these strengths best describe you? Why?
- **Pray:** Several days before the workshop please:
  - **Pray for yourself** that God would reveal how he shaped you and how much he loves you.
  - Pray for what you want God to do for you. Ask God for **the most important result** you would like to get from this group experience. Be prepared to share this with your group.
  - **Pray for others in your group** that they would be committed and open so you can share and learn from each other.
  - **Pray for your group facilitator** and your other group members. Your facilitators are not expected to be teachers. In so doing we encouraged them not to give answers but to ask you questions and expect you to find the answers from each other or from your homework.

## The Strengths Workshop – Session Notes

<b>SESSION ONE</b>	<b>Theme: About Your Strengths</b>
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**The objective** of this session is to help you understand the science and theology of your strengths and how they work to shape who you are. Begin the process of supporting each other in this experience.

<b>Optional refreshments, welcome and introductions</b>	<b>20 Min</b>
<b>Video 1.1 - Topic: About Your Strengths.</b>	<b>18 Min</b>
<ul style="list-style-type: none"> <li>▪ <b>Pray. Write your one prayer request:</b></li> </ul>	
<ul style="list-style-type: none"> <li>▪ <b>Exercise: To Know One Another.</b> Using the Team Profile record if this was provided by the facilitator or any other paper:             <ul style="list-style-type: none"> <li>○ Each member share their favorite strengths and one <b>prayer request</b> they want to get out of the workshop.</li> <li>○ All team members should update the Team Profile record by highlighting each other’s favorite strength and adding each prayer request.</li> </ul> </li> </ul>	<b>Exercise 20 Min</b>
<b>Video 1.2 - Topic: Know Your Strengths</b>	<b>15 Min</b>
<ul style="list-style-type: none"> <li>▪ <b>Exercise: Find a partner.</b> Partner with someone <b>you do not know well</b>. We encourage you to keep the same partner throughout all sessions. It is also recommended that you keep the same partner in order that you may support each other in this process.</li> </ul>	
<ul style="list-style-type: none"> <li>▪ <b>With your partner discuss and exchange:</b> As you consider your strengths as a reflection of God in your world and as you consider how your strengths is made of Talents X [Knowledge + Skills + Experience]             <ul style="list-style-type: none"> <li>○ <b>What do you think and how do you feel?</b></li> </ul> </li> </ul>	<b>Exercise 10 Min</b>
<ul style="list-style-type: none"> <li>▪ Note: Write what you learned about your partner</li> </ul>	
<b>The Facilitator highlights the expected personal study:</b> From the exercises book read the comments and do all exercises up to the <b>end of Exercise 2</b>	<b>2 Min</b>
<p><b>Prayer time:</b> To support your team, write notes about what is shared in prayer.</p>	<b>15 Min</b>

## The Strengths Workshop – Session Notes

<b>SESSION TWO</b>	<b>Theme: In the School of Life</b>
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**The objective of this session** is to help you discover your strengths and identify the myths that often hold you back from playing to your strengths.

<b>Welcome and optional refreshments</b>	<b>15 Min</b>
<b>Opening Prayer</b>	<b>3 Min</b>
<b>Roundtable Sharing:</b> Members are asked to share something they learned through their homework or past week applications of the exercises.	<b>20 Min</b>
<b>Video 2.1 - Topic: Myths and Truth</b>	<b>15 Min</b>
<p><b>Exercise:</b> With your partner discuss what you heard:</p> <ul style="list-style-type: none"> <li>▪ <b>Tell me about your Self?</b></li> <li>▪ Share adjectives that describe you using the words: “I am ...”</li> <li>▪ Share likes and dislikes ...</li> </ul>	<b>Exercise 10 Min</b>
<b>Video 2.2 - Topic: HIS Strengths Made Perfect in Weakness</b>	<b>10 Min</b>
<p><b>Exercise:</b> With your partner discuss:</p> <ul style="list-style-type: none"> <li>▪ <b>What is your shadow?</b> Examine the list of shadows in the appendix of these notes:</li> <li>▪ What risks does your shadow present to you or others?</li> <li>▪ What do you need to do to protect yourself and others from the shadow side of your strength?</li> </ul>	<b>Exercise 10 Min</b>
<b>The Facilitator highlights the expected personal study:</b> From the exercises book please read the comments and do all exercises up to the end of <b>Exercise 13</b>	<b>2 Min</b>
<p><b>Round table Group Discussions and Prayer time:</b></p> <p>To support your team, write notes about what is shared in prayer.</p>	<b>15 Min</b>

## The Strengths Workshop – Session Notes

<b>SESSION THREE</b>	<b>Theme: Discover Your Calling</b>
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**The objective** of this session is to help you start a process by which you can discover callings for the various aspects of your life.

<b>Welcome and optional refreshments</b>	<b>15 Min</b>																																			
<b>Opening Prayer</b>	<b>3 Min</b>																																			
<b>Roundtable Sharing:</b> Members are asked to share something they learned through their homework or past week applications of the exercises.	<b>15 Min</b>																																			
<b>Video 3.1 - Topic: Dreams for Your Callings</b>	<b>16 Min</b>																																			
<p><b>Exercise:</b> <b>With your partner</b> discuss your dreams:</p> <ul style="list-style-type: none"> <li>▪ What dreams do you have for your personal, family, work, community life?</li> <li>▪ Who are your role models? Why?</li> </ul>	<b>Exercise 10 Min</b>																																			
<b>Video 3.2 - Topic: Roles are your callings</b>	<b>15 Min</b>																																			
<p><b>Exercise:</b> Below is a sample list of roles.</p> <table style="width: 100%; border: none;"> <tr> <td><input type="radio"/> Administrator</td> <td><input type="radio"/> Advisor</td> <td><input type="radio"/> Boss</td> <td><input type="radio"/> Builder</td> <td><input type="radio"/> Change agent</td> </tr> <tr> <td><input type="radio"/> Coach</td> <td><input type="radio"/> Director</td> <td><input type="radio"/> Healer</td> <td><input type="radio"/> Influencer</td> <td><input type="radio"/> Inspector</td> </tr> <tr> <td><input type="radio"/> Leader</td> <td><input type="radio"/> Manager</td> <td><input type="radio"/> Negotiator</td> <td><input type="radio"/> Operator</td> <td><input type="radio"/> Organizer</td> </tr> <tr> <td><input type="radio"/> Overseer</td> <td><input type="radio"/> Owner</td> <td><input type="radio"/> Peacemaker</td> <td><input type="radio"/> Peacemaker</td> <td><input type="radio"/> Pioneer</td> </tr> <tr> <td><input type="radio"/> Problem solver</td> <td><input type="radio"/> Promoter</td> <td><input type="radio"/> Provider</td> <td><input type="radio"/> Recourse</td> <td><input type="radio"/> Stimulator</td> </tr> <tr> <td><input type="radio"/> Teacher</td> <td><input type="radio"/> Trouble shooter</td> <td><input type="radio"/> Visionary</td> <td><input type="radio"/> Watchdog</td> <td><input type="radio"/> Add more</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td><input type="radio"/> Add more</td> </tr> </table> <p><b>With your partner discuss:</b></p> <ul style="list-style-type: none"> <li>• <b>What is the one role you love to play? Why? How does this relate to your strengths?</b></li> </ul>	<input type="radio"/> Administrator	<input type="radio"/> Advisor	<input type="radio"/> Boss	<input type="radio"/> Builder	<input type="radio"/> Change agent	<input type="radio"/> Coach	<input type="radio"/> Director	<input type="radio"/> Healer	<input type="radio"/> Influencer	<input type="radio"/> Inspector	<input type="radio"/> Leader	<input type="radio"/> Manager	<input type="radio"/> Negotiator	<input type="radio"/> Operator	<input type="radio"/> Organizer	<input type="radio"/> Overseer	<input type="radio"/> Owner	<input type="radio"/> Peacemaker	<input type="radio"/> Peacemaker	<input type="radio"/> Pioneer	<input type="radio"/> Problem solver	<input type="radio"/> Promoter	<input type="radio"/> Provider	<input type="radio"/> Recourse	<input type="radio"/> Stimulator	<input type="radio"/> Teacher	<input type="radio"/> Trouble shooter	<input type="radio"/> Visionary	<input type="radio"/> Watchdog	<input type="radio"/> Add more					<input type="radio"/> Add more	<b>Exercise 10 Min</b>
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<b>The Facilitator highlights the expected personal study:</b> From the exercises book please read the comments and do all exercises up to <b>the end of Exercise 21</b>	<b>2 Min</b>																																			
<p><b>Round table Group Discussions and Prayer time:</b></p> <p>To support your team, write notes about what is shared in prayer.</p>	<b>15 Min</b>																																			

## The Strengths Workshop – Session Notes

<b>SESSION FOUR</b>	<b>Theme: Affirm Your Calling</b>
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**The objective** of this session is to help you define a process to affirm and confirm your life callings.

<b>Welcome and optional refreshments</b>	<b>15 Min</b>																																												
<b>Opening Prayer</b>	<b>3 Min</b>																																												
<b>Roundtable Sharing:</b> Members are asked to share something they learned through their homework or past week applications of the exercises.	<b>15 Min</b>																																												
<b>Video 4.1 - Topic: People and Issues Affirm Your Callings</b>	<b>12 Min</b>																																												
<p><b>Exercise:</b> Below is a sample list of issues.</p> <table style="width: 100%; border: none;"> <tr> <td><input type="radio"/> Abortion</td> <td><input type="radio"/> Abuse</td> <td><input type="radio"/> Addiction</td> <td><input type="radio"/> Administration</td> </tr> <tr> <td><input type="radio"/> Arts</td> <td><input type="radio"/> Children</td> <td><input type="radio"/> Corruption</td> <td><input type="radio"/> Crime</td> </tr> <tr> <td><input type="radio"/> Disasters</td> <td><input type="radio"/> Disease</td> <td><input type="radio"/> Divorce</td> <td><input type="radio"/> Education</td> </tr> <tr> <td><input type="radio"/> Environment</td> <td><input type="radio"/> Ethics</td> <td><input type="radio"/> Faith</td> <td><input type="radio"/> Family Life</td> </tr> <tr> <td><input type="radio"/> Finances</td> <td><input type="radio"/> Fitness</td> <td><input type="radio"/> Health</td> <td><input type="radio"/> Homelessness</td> </tr> <tr> <td><input type="radio"/> Hunger</td> <td><input type="radio"/> Immigrants</td> <td><input type="radio"/> Leadership</td> <td><input type="radio"/> Marriage</td> </tr> <tr> <td><input type="radio"/> Money</td> <td><input type="radio"/> Multiculturalism</td> <td><input type="radio"/> Old age</td> <td><input type="radio"/> Parenting</td> </tr> <tr> <td><input type="radio"/> People Groups</td> <td><input type="radio"/> Persecution</td> <td><input type="radio"/> Politics</td> <td><input type="radio"/> Refugees</td> </tr> <tr> <td><input type="radio"/> Security</td> <td><input type="radio"/> Security</td> <td><input type="radio"/> Slavery</td> <td><input type="radio"/> Spirituality</td> </tr> <tr> <td><input type="radio"/> Sports</td> <td><input type="radio"/> Technology</td> <td><input type="radio"/> Travel</td> <td><input type="radio"/> War</td> </tr> <tr> <td><input type="radio"/> Water</td> <td><input type="radio"/> Youth</td> <td><input type="radio"/> Add more</td> <td><input type="radio"/> Add more</td> </tr> </table> <p><b>With your partner discuss:</b></p> <ul style="list-style-type: none"> <li>▪ Which issue ignites your passions and imagination? Why</li> <li>▪ Can you finish the sentence “I wish I could ...”</li> </ul>	<input type="radio"/> Abortion	<input type="radio"/> Abuse	<input type="radio"/> Addiction	<input type="radio"/> Administration	<input type="radio"/> Arts	<input type="radio"/> Children	<input type="radio"/> Corruption	<input type="radio"/> Crime	<input type="radio"/> Disasters	<input type="radio"/> Disease	<input type="radio"/> Divorce	<input type="radio"/> Education	<input type="radio"/> Environment	<input type="radio"/> Ethics	<input type="radio"/> Faith	<input type="radio"/> Family Life	<input type="radio"/> Finances	<input type="radio"/> Fitness	<input type="radio"/> Health	<input type="radio"/> Homelessness	<input type="radio"/> Hunger	<input type="radio"/> Immigrants	<input type="radio"/> Leadership	<input type="radio"/> Marriage	<input type="radio"/> Money	<input type="radio"/> Multiculturalism	<input type="radio"/> Old age	<input type="radio"/> Parenting	<input type="radio"/> People Groups	<input type="radio"/> Persecution	<input type="radio"/> Politics	<input type="radio"/> Refugees	<input type="radio"/> Security	<input type="radio"/> Security	<input type="radio"/> Slavery	<input type="radio"/> Spirituality	<input type="radio"/> Sports	<input type="radio"/> Technology	<input type="radio"/> Travel	<input type="radio"/> War	<input type="radio"/> Water	<input type="radio"/> Youth	<input type="radio"/> Add more	<input type="radio"/> Add more	<b>Exercise 10 Min</b>
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<b>Video 4.2 - Topic: Goals and Rewards Affirm Your Callings</b>	<b>11 Min</b>																																												
<p><b>The Five Love Languages are:</b></p> <table style="width: 100%; border: none;"> <tr> <td><input type="radio"/> Word Of Affirmation</td> <td><input type="radio"/> Acts Of Service</td> </tr> <tr> <td><input type="radio"/> Quality Time</td> <td><input type="radio"/> Gifts</td> </tr> <tr> <td><input type="radio"/> Physical Touch</td> <td></td> </tr> </table> <p><b>Exercise:</b> With your partner discuss:</p> <ul style="list-style-type: none"> <li>▪ What do you believe is your love language? What makes you feel loved and appreciated?</li> <li>▪ What do you think are the love languages of some of your important people?</li> <li>▪ How can you communicate this to your important and teachable people?</li> </ul>	<input type="radio"/> Word Of Affirmation	<input type="radio"/> Acts Of Service	<input type="radio"/> Quality Time	<input type="radio"/> Gifts	<input type="radio"/> Physical Touch		<b>Exercise 10 Min</b>																																						
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<b>The Facilitator highlights the expected personal study:</b> From the exercises book please read the comments and do all exercises up to the <b>end of Exercise 26</b>	<b>2 Min</b>																																												
<p><b>Round table Group Discussions and Prayer time:</b></p> <p>To support your team, write notes about what is shared in prayed.</p>	<b>20 Min</b>																																												

## The Strengths Workshop – Session Notes

<b>SESSION FIVE</b>	<b>Theme: Live Your Calling</b>
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**The objective** of this session is to start you on the road to applying your strengths with practical low-lying fruits and opportunities that are readily available to you.

<b>Welcome and optional refreshments</b>	<b>15 Min</b>
<b>Opening Prayer</b>	<b>3 Min</b>
<b>Roundtable Sharing:</b> Members are asked to share something they learned through their homework or past week applications of the exercises.	<b>15 Min</b>
<b>Video 5.1 - Topic: Big Rocks in your Jar of life</b>	<b>12 Min</b>
<p><b>Exercise:</b> With your partner discuss:</p> <ul style="list-style-type: none"> <li>○ What are the big rocks in your life?</li> <li>○ How much time per week do you presently dedicate to them?</li> <li>○ What changes would you like to make?</li> </ul>	<b>Exercise 10 Min</b>
<b>Video 5.2 - Topic: Power in Low-Lying Fruits</b>	<b>10 Min</b>
<p><b>Exercise:</b> With your partner discuss:</p> <ul style="list-style-type: none"> <li>○ What low lying fruits do see? What will you do about that?</li> <li>○ Name two people in your life with whom you can share what you learned, why and when ...</li> </ul>	<b>Exercise 10 Min</b>
<b>The Facilitator highlights the expected personal study:</b> From the exercises book please read the comments <b>and do all exercises up to the end of Exercise 33</b>	<b>2 Min</b>
<p><b>Round table Group Discussions and Prayer time:</b> To support your team, write notes about what is shared in prayer.</p>	<b>13 Min</b>

## The Strengths Workshop – Session Notes

<b>SESSION SIX</b>	<b>Theme: Celebration and Praise</b>
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**The objective** of this session is:

- To have a time of celebration and sharing
- Invite others who may wish to consider a similar experience.

**Note:** The length and structure of the open sharing time is at your facilitator’s discretion.

<b>Welcome and optional refreshments or potluck dinner</b>	<b>15 – 45 Min</b>
<b>Opening Prayer</b>	<b>3 `Min</b>
<b>Optional Video 6 : Review</b>	<b>9 Min</b>
<p><b>Open sharing time:</b>            Sharing your thoughts, feelings and experiences can be affirming to you and others as well. This is not mandatory, if you are not ready to share, just say <b>“Pass”</b>. That is perfectly fine. The following are some suggested questions that your facilitator may consider.</p> <ul style="list-style-type: none"> <li>• In the beginning of the workshop you asked God for something specific from this workshop. Have you received any special answers?</li> <li>• What are the most significant thing you learned, and the resulting change if any?</li> <li>• What did you learn about your partner?</li> <li>• What opportunities did you have to share what you learned with others outside the group? Share what happened.</li> </ul>	
<b>Prayer time:</b> To support your team, write notes about what is shared in prayer.	



## The Shadow Side of Strengths – Examples

- Achiever:** workaholic, overcommitted, ruthless, unrestrained . . .
- Activator:** impatient, driven, obstinate ...
- Adaptability:** submissive, reactionary, unreasonable, directionless ...
- Analytical:** self-possessed, critical, nitpicking, never satisfied...
- Arranger:** critical, demanding, offensive, nonconforming ...
- Belief:** dogged, elitist, stubborn, opinionated, dogmatic, goody-goody ...
- Command:** bossy, abrupt, inflexible, stubborn, insensitive ...
- Communication:** garrulous, verbose, longwinded, talkative...
- Competition:** strong-willed, insensitive, uncaring, selfish, self-seeking, offensive ...
- Connectedness:** idealistic, easy to take advantage of, adolescent, naïve ...
- Consistency:** stubborn, disinterested, strict, uncooperative, unrealistic ...
- Context:** closed-minded, unimaginative, counterintuitive, inexperienced ...
- Deliberative:** aloof, withdrawn, introverted, unfriendly, time-waster ...
- Developer:** naïve, unwise, unrealistic, easy to take advantage of ...
- Discipline:** obstinate, rigid, mechanical, impersonal, detached, unrealistic ...
- Empathy:** soft, over-involved, gullible, susceptible, naïve ...
- Focus:** absorbed, intense, stressed, stubborn, single-minded ...
- Futuristic:** dreamer, impractical, unrealistic, unreasonable, irrational, misleading ...
- Harmony:** irresolute, indecisive, weak, non-confrontational, flattering ...
- Ideation:** dreamer, unrealistic, self-absorbed, introspective, unrealistic ...
- Includer:** indiscriminate, naïve, adolescent, gullible, unsystematic ...
- Individualization:** overly-patient, indecisive, undiscerning ...
- Input:** irresolute, indecisive, faltering, vacillating, slow to act, cluttered ...
- Intellection:** loner, bookish, smug, academic, non-productive, irrelevant ...
- Learner:** bookish, uninspiring, unrelated, academic, non-productive ...
- Maximizer:** picky, demanding, challenging, uncompromising ...
- Positivity:** insincere, naïve, superficial, dishonest, Pollyanna ...
- Relator:** cliquish, clannish, plays favourites, disingenuous, hypocritical...
- Responsibility:** micro-managing, perfectionist, stickler, obsessive ...
- Restorative:** critical, punitive, negative, critical, focused on weakness ...
- Self-assurance:** arrogant, conceited, proud, stubborn, persistent, self-righteous ...
- Significance:** self-absorbed, needy, self-centered, insecure, uneasy ...
- Strategic:** disrespectful, offensive, invasive, belittling, impatient ...
- WOO:** fake, insincere, dishonest, shallow, compromising ...

**The Strengths Workshop**  
**A Participant-Oriented Small Group Experience**  
**Participant Covenant**

**OBJECTIVE:**

As I join this group my sincere desire for myself and other participants is to:

- Discover, articulate and communicate our God given strength
- Apply our strengths so we can fulfill our God given callings

**AGREEMENTS:**

- **Priority.** Because I believe in the value of community, I agree to give priority to our group meetings. If I am running late, or unable to attend, I will call ahead.
- **Participation.** I will encourage, support, and stand behind my other group members as we learn and grow together.
- **Confidentiality.** I agree that whatever is shared here stays here. This includes what is shared through phone calls, e-mails, etc. I want this group to be a safe place for all of us.
- **Openness.** I will seek to be open and honest. Our small group is a place where we can take off our masks, be ourselves, and be accepted for who we are.
- **Respect.** I agree to communicate in ways that are respectful, and to give advice only when it is requested. I will strive to listen much, speak with wisdom and share the truth in loving ways.
- **Accessibility.** I agree to give each group member the right to call in times of need and commit to being available to offer support, help, encouragement, and accountability in true brotherly love and as God enables me.

**Conflicts.** We will resolve any conflict or offence by obeying Christ's instructions in Matthew 18: 15 – 17.

**SIGNED:**

I commit to this covenant \_\_\_\_\_ Date \_\_\_\_\_

**DETAILS:**

- **Day, Date and Time:** My group will meet every
  - \_\_\_\_\_ Day \_\_\_\_\_ Starting on \_\_\_\_\_ Date \_\_\_\_\_
  - From \_\_\_\_\_ Time \_\_\_\_\_ to \_\_\_\_\_ Time \_\_\_\_\_
- **Location:** The group will meet at \_\_\_\_\_ Address \_\_\_\_\_

