

---

LEA515 3 credits

# Unique Gifts Make Winning Teams (Graduate)

---

## Description

God has a specific call on your life and has given you unique gifts to help you fulfill that call. But He never planned for you to succeed on your own. You have incredible gifts that are necessary to the world and to the Body of Christ, but you are only one member of that Body. God intends for you to work together with others whose gifts are different from yours to accomplish even greater things. Only when each individual is working properly himself, and also is appropriately fitted and held together with every other part, will the Body grow up in all aspects into Him who is the Head (Eph. 4:15,16).

That is the purpose of this course: to help you discover your unique gifts, as well as your level of maturity and preparedness for various types of work and ministry. But we will take it a major step further, helping you see your areas of weakness and guiding you in joining together with others whose gifts are very different from yours. You will begin to develop teams to work together in every area of your life, recognizing and honoring the strengths of others that fill in the gaps of your own weaknesses. As a result, you will experience victory and success like you could never achieve on your own.

(Prerequisite: REN103 or REN503 Communion with God)

---

## Course Objectives

As a result of the course, you will:

- You will quote each of the following Scripture passages in the designated versions:

- ✓ Isaiah 49:1
- ✓ Psalm 24:1
- ✓ Ephesians 4:11-13
- ✓ I Peter 4:10 (Aramaic Bible in Plain English version)
- ✓ I Corinthians 14:3 NIV
- ✓ I Peter 5:2, 3 (Aramaic Bible in Plain English version)
- ✓ James 3:1 ESV
- ✓ Matthew 20:25-28
- ✓ Psalm 133:1, 3b
- ✓ Proverbs 20:3
- ✓ 2 Peter 1:3a TPT

- You will seek the Lord for a better understanding of yourself and the unique way the Lord has created you so that you are prepared to be used in every way He calls you.
- You will follow the Lord's leading to serve God and mankind with the passion, skills, and character traits that God has placed within you.
- You will state the following for each of the five-fold giftings:
  - ✓ the underlying heart motivation
  - ✓ at least one person who is identified as such in the New Testament
  - ✓ its major responsibility or primary ministry
  - ✓ how it may be expressed outside the traditional church structure
- You will discuss the differences between Old and New Testament prophets.
- You will state and avoid at least five abuses of heart motivations.
- You will embrace God's plan for you to be part of a team, no matter

how difficult it may be.

- You will recognize and reject all attempts at domination or control.
- You will discuss and embrace the value of consensus decision-making for your team.
- You will seek to improve your communication skills in every setting.
- You will contrast the attributes of three kinds of negotiators: soft, hard, and principled.
- You will purpose in your spirit to always be a principled negotiator.
- You will discuss and practice the Scriptural approach to handling confrontation.
- You will evaluate your staff communication patterns.
- You will state and use the rules of brainstorming to stimulate your creative flow.
- You will name and define five styles of church leadership, and state what you see to be the greatest strength and greatest weakness of each.
- You will rejoice in the knowledge that God has gifted, called and anointed you to succeed in the destiny and individual assignments He has for you.

---

## **Course Texts**

*Gifted to Succeed* workbook – Mark and Patti Virkler

*How to Build a Winning Team* workbook – Mark and Patti Virkler

*Unique Gifts Make Winning Teams* teaching series – Mark Virkler

*Your Winning Team* card - Mark Virkler

Biblical Personal Profile - Performax

*The Five Fold Effect* – Walt Pilcher

---

## Course Requirements

1. Listen to or watch all teaching sessions as assigned. Taking notes in the related workbooks would be helpful to you.
2. Prayerfully complete the entire *Gifted to Succeed* workbook as assigned. Answer all questionnaires, tests, profiles, questions and applications. Questionnaires, tests and profiles DO NOT need to be submitted to your instructor. Application and Journaling answers DO need to be submitted according to your instructor's directions.
3. Prayerfully read and meditate on the entire *How to Build a Winning Team* workbook, answering the related questions here in your syllabus and completing the exercises at the end of each chapter as appropriate for your current situation. These answers ARE TO BE SUBMITTED according to your instructor's directions.
4. Prayerfully read the entire *The Five Fold Effect* text. Take notes on what the Lord particularly brings to your attention and use two-way journaling to hear His specific instructions for you.
5. Earn at least a "B" on Test One and the Final Test.
6. Write a Paper that includes the following:
  - a. What you have learned about yourself, the gifting of God within you, and the call of God upon you as a result of this course so far. What is your heart motivation mix? What is your strongest motivation? Are you more left- or right-brain? Are you more introvert or extrovert? How available are you for ministry at this time in your life? What does your DiSC profile show about you?
  - b. What are your areas of weakness? What kind of people do you especially need to seek out to help you be most effective?
  - c. Of all the possible jobs, vocations, and ministries listed in *Gifted to Succeed* for which you may be qualified, which ones sound most exciting to you? Is there one in particular that you feel the Lord is calling you to prepare for at this time in your

life? If so, what are some of the ways in which you may gain preliminary experience in this area through study, practica, or internships?

This paper will be a minimum of five pages and is due in Lesson Nine.

7. Write a second Paper that includes the following:
  - a. A summary of what you took away from The Five Fold Effect text. Include any new revelations you received or new ideas that the author offered, as well as any words from the Lord to you through the book.
  - b. The first name and gift descriptions of the people on your “Leadership Team” in the most important area of your life right now (your church, business, home, volunteer organization, etc.).
  - c. Any areas of weakness you still see in your team and your journaling which indicates the Lord’s direction to you for shoring up these weaknesses.
  - d. A description of how each of the individuals and gifts contributed and were honored in a recent decision-making situation.
  - e. Any steps your team has taken to improve its corporate communication skills and any improvements you have been able to observe as a result.

This paper is to be a minimum of 8 pages and is due in the final lesson.

---

## Standards for Grading Assignments

As indicated below, “C” or 2.0 level work is considered average. **Leaders are not average people.** You are therefore expected (required) to put forth the effort necessary to demonstrate at least “B” (3.0) level work or higher on all assignments which you submit. Any which do not will be returned to you with input from your instructor on how you can raise your grade to the expected level. **A course grade will not be given until your assignments demonstrate that you have understood the material presented in the course and allowed your life to be transformed by the Spirit and the Word studied** — the requirements for attaining a “B”.

Your individual assignments (notebooks, tests, reports) will be graded according to the following standards. These grades will be averaged together to determine your course grade. Remember, we are training leaders and leaders are above-average people. Your work will reflect that.

- “D”
  - Indicates barely passing work that is inferior to the average both in quantity and in quality.
  - Manifests a lack of initiative or sense of responsibility or both.
- “C”
  - Average work; either steady work of an acceptable quality, or work of a high quality which is uneven, irregular or fragmentary.
  - May be mechanically or outwardly correct but shows little reflection upon or personal assimilation of the material.
- “B”
  - Intelligently has fulfilled the requirements of this course.
  - Understands the subject matter presented and has applied it to his life in a limited manner but has not really made the truths his own.
- “A”
  - Grasped the material with thoroughness, industry and correctness of detail.
  - Made the material his own by thinking about it and integrating it, using originality, natural ability, and insight.

---

# Lesson One

**Reminder: Save your answers into a digital document** to be emailed to your instructor. Use Microsoft Word, Google Docs, any other word processor or even just save it as an email draft or in the Notes application of your mobile device. Handwritten work will not be accepted without prior approval from your instructor.

## **Assignment to be completed:**

Listen to or watch teaching Session One. Take notes so you capture everything the Lord wants to say to you personally through it.

Prayerfully read Chapter One and Appendix One of the *Gifted to Succeed* workbook. Answer the Application questions at the end of the chapter.

Use two-way journaling to explore the Application Questions Mark gives at the end of the video:

1. What is the passion God has placed in your heart? What do you LOVE to do and are energized by doing it?
2. What problem does God want you to solve in service to yourself and mankind? (Hint: What really ticks you off?)
3. What skills and traits has God woven into you that would help you in solving this problem for humanity?

Complete the Biblical Personal Profile. Answer the related questions (Exercises) below.

Memorize Isaiah 49:1 – Listen to Me, O islands, and pay attention, you peoples from afar. The LORD called me from the womb; from the body of my mother He named me.

**Subjects to be explored:**

“Out of the Heart Flows...” – Our Hearts’ Motivation Points to Our Destiny

**Related objectives:**

- You will quote Isaiah 49:1.
- You will state a working definition of the heart.
- You will know for sure that God has a good plan for your life.
- You will reject every lie of the enemy that tries to prevent you from succeeding in your God-ordained destiny.
- You will follow the Lord’s leading to serve God and mankind with the passion, skills, and character traits that God has placed within you.



---

# Exercises

1. Share what you learned about yourself from the “Biblical Personal Profile” assessment with one or more of your spiritual advisors. What did you learn about yourself through the eyes of others that know you? Did they see you any differently than you did?
2. Journal: Lord, talk to me more about how you have created me by what was revealed to me in the “Biblical Personal Profile.” Help me understand how You see me with respect to this Interpretative analysis.