



## TRACK 4B: CORE COMPETENCIES NEXT STEPS

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### ELECTIVE: COACHING HEALTHY PASTORAL TEAMS by Dr. Jim Bolin

#### Lesson 1: Creating an Environment for Growth

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1. Watch the video by Jim Bolin entitled "Healthy Pastoral Teams."

Completed:

Continued on next page.

**2. Ask three key leaders under your supervision: “What is my passion? What motivates me? What am I aspiring to do?” Compare answers to see how effectively you are communicating your vision. I know this assignment is a bit scary, but you need to know how your staff views you. Write a 1-page summary including the results from each of your key leaders, how you were affected by their responses, and what changes may need to be implemented to assist your staff in being clear about your passions, motivations, aspirations, and vision.**

**3. Create an environment of trust, acceptance, and encouragement. Earn the right to be a coach to your pastoral staff by taking personal interest in their lives. Learn their hobbies and their kids' names. Spend time encouraging them and having fun with them, and be committed to their personal development rather than what you can gain from them. What are some other ways you can build a stronger relationship with your staff? Write a 1-page summary of your plan. Be specific with goals, plans, and dates.**

**When you've completed the assignment, save this PDF and email it to your coach.**