



more

GROUP STUDY GUIDE

WEEK SEVEN

WHERE I'M MOST EFFECTIVE

UNIQUE POSITION



GOAL FOR WEEK SEVEN

The goal of this week's group is to prepare us to discern our unique position (GO) of personal calling. We will look for clues in how our personal values, natural roles, preferred work environments, and current life rhythms most effectively work in harmony with our unique identity (BE) and mission (GO).



WEEK SEVEN: WHERE I'M MOST EFFECTIVE

$$\text{Secondary Calling} = \overset{\text{BE}}{\text{uI}} + \overset{\text{DO}}{\text{uM}} + \overset{\text{GO}}{\text{uP}}$$



GETTING STARTED

READ: After working through his unique mission, Abe is excited about pursuing his calling. He also wants to understand his unique identity (“sports connector”) a little better, as well as his unique mission (“to champion the needs and opportunities of at risk youth using sports as a means to build up kids for a more inclusive, self-supporting community”). At small group last week, Abe committed to being an observer of his own life to gain insight on how all the pieces might fit together. He observed that he has a lot of frustration in his job. He shared with his wife how excited he was to explore his calling and that he feels he is entering a new and exciting phase of his life. His wife encouraged him, but also reminded him that they have a ton of debt,

two children in college, and old hospital bills from his knee replacement surgery. She urged him to pray and seek before deciding on any big changes. She committed to pray for him as well.

CONSIDER: Abe knows his current position (GO) does not align well to what he has discovered so far. He’s uncertain how to discern where to be positioned and how to live out his calling the way his life is currently established.

GUT CHECK: Do you struggle with these same thoughts (or others like them)?

POINT 1

I SEE THAT UNIQUE POSITION (GO) IS MORE THAN A GEOGRAPHIC LOCATION.



READ: “Rethinking Position” on Pages 181– 182 of *More*.

CONSIDER: The words “go” and “position” are often used to refer to a physical place. God called Abraham to: “Go to a place I will show you.” However, GO can also be a people group, a cause, or an outcome. The Apostle Paul was called “to the Gentiles” (a people group), Martin Luther King, Jr. to a racially divided nation (cause), and the World Health Organization to eliminate leprosy (outcome). Your GO may be rooted in just one or in some combination of these. You probably don’t have clarity on your unique position yet (it takes time), but what is your intuition saying about your unique position?

BRAINSTORM: In Abe’s story from last week, we see a disconnect between his current job and his unique identity and mission. Using Abe’s story, as a group brainstorm how Abe might rethink his GO in the context of each of these: location, people group, cause, and outcome.

compatible in our fit or position. In this week’s lesson, we introduce four different elements that shape our compatibility or fit within a position: *personal values, bias to specific roles, preferred work environment, and rhythms of life.*

DISCUSS: Which of these elements do you have the most clarity on? The least?

POINT 3

I SEE HOW MY PERSONAL VALUES SHAPE WHERE I FIT



Personal values do not define what we do or why we do it. Instead, they shape and influence how we do everything that comes in our path. Our values are like faith; they are invisible in the moment and yet shape tangible outcomes. A person’s value of frugality will shape how they handle their finances. The person doesn’t “do” frugality, they “are” frugal.

ASK: We often find our personal values in our passions, burdens, frustrations, and other emotions. The things that upset or frustrate us, or make us impatient may point to our underlying values. Think about the things that bring about these emotions in you. Why do these things make you feel that way? Keep asking and answering the “why” question until it points you to your underlying values.

Personal values are so deeply rooted in who we are that we rarely pause to think about them. There is often some gap between our personal values and values we experience in our vocation. Incompatibility of values is one of the biggest undiagnosed causes of dissatisfaction. We must learn to diagnose the gaps and position ourselves in compatible organizations if we are to find our unique position (GO).

DISCUSS: For example, Abe likes his job as a social worker but is often frustrated at the bureaucracy that keeps him from fully helping his clients. The aid application process is so long that many of his clients lose everything before they can be helped. He watches many families go from at-risk of eviction to living in a shelter before the aid is finally approved.

POINT 2

I UNDERSTAND THAT MY UNIQUE POSITION (GO) WHERE I CAN BE MOST EFFECTIVE IS AN ISSUE OF COMPATIBILITY OR FIT



While our unique identity (BE) and mission (DO) stay with us over time, our unique position (GO) often changes throughout life. Consider a charter fishing boat. While its unique design and purpose remain unchanged, it goes to many different places. The selection of place is driven by where it can most fruitfully accomplish its mission. We are like the fishing boat. We have a unique identity, with a unique mission, and God will take us to different places and positions. For what purpose? To give us unique mission fields where we can be most effective in playing our role in carrying the fullness of Jesus to others.

Like the rudder on the fishing boat that guides it to specific places, there are several factors that shape where we will be most

Abe wants to figure out his personal values. He selected the frustration above as his one value to focus on. He started by asking “why.”

Question: Why do I feel angry about this situation?
Answer: Because there is no real reason that these people should go un-helped for so long.

Question: Why does that matter to me?
Answer: Because the approval process is so inefficient that I cannot provide aid when it is really needed.

Question: What value does that demonstrate?
Answer: In this situation, my personal value is efficiency (not wasting time or resources).

COMPLETE: Take the first step toward identifying your personal values with the exercise on the back.

POINT
4

I SEE HOW MY BIAS TO NATURAL ROLES SHAPES WHERE I FIT



The world needs all kinds of people for all kinds of roles. We each have a natural tendency toward certain types of roles and influence. It is the only way it makes sense that God designed us to collectively carry the fullness of Jesus to all corners of society. We are each a puzzle piece to the full and complete picture.

READ: Consider the *Thinking Wavelength* descriptions on pages 188 – 189 of *More*. As you read, the question is not; “What can I do?” but rather “What type of role do I most naturally lean toward?”

COMPLETE: Take a moment to fill in your natural role on the back cover.

POINT
5

I SEE HOW MY PREFERRED WORK ENVIRONMENT SHAPES WHERE I FIT



READ: As you read each question on page 189 of *More*, think about your ideal work environment.

DISCUSS: Abe completed the eight questions. Consider the answers to these eight questions plus Abe and his wife’s earlier observations. What type of work environment do you think would be ideal for Abe?

COMPLETE: Use the chart on the back to rank your answer to each of the eight questions. What do you notice about your preferred work environment?

POINT
6

I CAN VISUALIZE EXAMPLES OF HOW MY LIFE RHYTHMS SHAPE WHERE I FIT RELATING TO MY UNIQUE POSITION.



READ: Consider an ideal life: no debt, no money worries, and no commitments constraining your decisions. Now back to the real world. We all have family commitments, work responsibilities, relationship and health issues, handicaps, difficulties as we age, and other demands. They all put constraints on our unique mission field or position, at least for specific seasons of time. The key is to merge our rhythms of life into our unique position (GO). Our commitments and constraints often create the context for the relationships to which we have access and the mission field where we are.

DISCUSS: Abe is no different. He has several large debts, (mortgage, college loans, and hospital bills) and the costs of seeing his kids play ball out of town (which also consumes the majority of his free time). He plans to retire in ten years, so any extra money goes into his 401K. He recently remarried and creating a healthy blended family takes time and commitment. He is an athlete, but due to previous knee injuries he can’t exercise or participate in sports the way he used to.

COMPLETE: List the life rhythms that feel most constraining in this season of your life on the back cover.

POINT
7

I HAVE A BETTER UNDERSTANDING OF MY COMPATIBILITY OR FIT IN MY CURRENT POSITIONS



Most of us are conditioned to choose from the best of what’s currently available rather than pursuing where we can be most effective. When we sense a misalignment, like Abe’s, we feel stuck. An effective unique position means that we anticipate the future and learn to position ourselves where we have a more compatible fit. When we sense misalignment, we have three changes to consider:

Stay and adjust. Stay where we are, but make an adjustment within our work or outside of it to create a more aligned fit to our calling.

Make a change. Due to a poor fit related to our personal values, natural roles, preferred work environment, or life rhythms we find ourselves misaligned. In this case, we may need a change in vocation.

Pack up and go. Regardless of the compatibility of our unique personal elements that shape our fit to a position, we may receive a word from God as Abraham did to pack our bags and GO. This is obviously the most intrusive of changes. When we are called to uproot and move remember that our GO simply creates a new mission field.

DISCUSS: For most people the financial realities of providing for our families and ourselves provide a lens through which we address the misalignment. Will there be seasons when we have no option but to live with our personal calling out of alignment? Yes. Do we need to accept that as a permanent reality? No. The questions we need to ask ourselves are: “Are there adjustments I need to make in my paid vocation?” and “How do I become a better steward of my time outside of my paid vocation?”

1-THING SHARE



As you process through what you’ve learned so far, it is helpful to frequently ask two simple questions: “Where’s my head?” and “Where’s my heart?” As a group, ask each person to share his or her answers to these two questions.

This is what Abe had to say: “My head feels jumbled and full of ideas that I want to put in place. My heart knows they can’t all happen overnight. I need to be patient and deliberate. My biggest take-away, is that I want to revisit this again and again, making small changes until I am living a life closer to my calling.”

TAKING MORE HOME

Now that you have completed the exercises on the back giving you an introduction to discerning your unique position, make the commitment to work through the exercise on pages 190 – 193 of *More* to get a complete picture of the four elements.

POINT 3 EXERCISE

Personal Values are those traits that naturally shape how you do everything you do. Ask yourself the "why" questions until you arrive at an underlying value (page 185).

I am frustrated or angered by: _____

Why? _____

Because... _____

Why does that matter? _____

Because.... _____

The personal value demonstrated here is: _____

POINT 4 EXERCISE

Natural Roles are how we are wired to fill specific roles. Are you in a position that fits your natural roles? Circle which descriptor fits you best. (page 188 – 189). * the gray shows Abe's answer.

GRINDER

BUILDER

MINDER

FINDER

CONCEIVER

OTHER _____

POINT 5 EXERCISE

Preferred Work Environments are those that you feel well suited toward or most comfortable in. What is your natural fit? (page 189). Circle 1 if you feel the left column best describes you, circle 5 for the right column, or any number in between. *the gray shows Abe's answers.

I function best/most efficiently (or tend toward):

Lone Ranger	1	2	3	4	5	Team Member
Boss	1	2	3	4	5	Subordinate
Decision Maker	1	2	3	4	5	Advisor
Big Fish (Leader)	1	2	3	4	5	Minnow (technician)
Intense & Demanding	1	2	3	4	5	Relaxed & Flexible
Fast & Aggressive	1	2	3	4	5	Slow & Methodical
Variability & Change	1	2	3	4	5	Predictability & Stability
Freedom & Autonomy	1	2	3	4	5	Structure & Order

POINT 6 EXERCISE

Rhythms of Life are family issues, dependents, health issues, age, or other factors that might shape or impact our compatibility during a given season of life. (page 186 for ideas)

List the top 5 constraints that you feel in this season of your life.

1. _____
2. _____
3. _____
4. _____
5. _____

What is one way to embrace your life rhythms and build it into your unique position? _____

UNIQUE IDENTITY & UNIQUE MISSION

Compatibility or fit is the combination of *Personal Values*, *Natural Roles*, *Preferred Work Environment*, and *Rhythms of Life* + your *Unique Identity* and *Unique Mission*.

To help you visualize how it all comes together, use your discoveries from Week 5 and Week 6 to write your Unique Identity (BE) and your Unique Mission (DO) below. When added to your answers above you will have a more complete picture of your Unique Position (GO).

My Unique Identity: _____

My Unique Mission: _____