

Team “Culture”

This module is designed to help your mentee understand the team “culture”, that is to say, the way the team works, how people on the team relate to one another, and what is important to the team. The new missionary will gather this information by talking with teammates and national colleagues.

Step 1 Ask the new missionary to talk with each member of the team and ask them to “rate” the team on the following scales. Focus on how the team actually behaves, not on how you feel it should work.

Our team prefers to:

	Completely	Partially	Completely	
Be structured				Be open
Plan ahead				Go with the flow
Be intentional				Adjust to the environment
Be thoroughly reformed				Be broadly evangelical
Focus on theology				Focus on relationships
Maintain purity of the church				Build relationships with others
Work before we play				Play before we work
Deal with every conflict				Overlook minor disagreements
Follow directions of team leader				Make decisions by consensus
Do ministry together				Function independently
Think carefully, then act				Take risks and fail boldly
Train others fully				Give people responsibility early

Debrief

After the new missionary has interviewed all of the team members, talk through what he or she learned.

- What were the areas in which there was agreement and what areas where there was disagreement?
- Have the new missionary identify (1) where he or she would put their personal preferences and (2) any areas that were surprising.
- Discuss any areas in which the team feels that they would like to adjust (become more intentional about planning, having more fun together, training more intentionally, etc.)