# Fivefold Leadership Workshop

Move from theoretical knowledge to practical role alignment. Explore primary and secondary functional preferences, discuss team balance, and align leadership with the equipping posture of Ephesians 4:11-12.

This is guided reflection, not a validated assessment, ministry title, or declaration of calling. Test your impressions against examples of service, feedback from others, and demonstrated growth. Results do not determine Academy placement or completion.

## Fivefold functional archetypes

| Archetype | Focus | Core question | Potential blind spot |
|---|---|---|---|
| Apostolic (Pioneer / Builder) | Expansion, system architecture, pioneering ground, strategic alignment. | Are we building to multiply and break new ground? | Can move too fast, steamroll people, or discard systems before they mature. |
| Prophetic (Discerner / Aligner) | Covenant fidelity, spiritual alignment, truth, standing for justice/integrity. | Are we aligned with God’s heart, truth, and holy standards? | Can become overly critical, impatient with process, or isolated. |
| Evangelistic (Recruiter / Mobilizer) | Storytelling, outward bridge-building, mobilizing people to the movement. | Are we engaging the unchurched and sharing the vision effectively? | Can focus on crowd generation without building long-term discipleship depth. |
| Pastoral / Shepherd (Protector / Nurturer) | Community health, care systems, relational wholeness, safety, connection. | Are the people healthy, known, cared for, and spiritually safe? | Can prioritize comfort over necessary growth, risk, or structural pruning. |
| Teaching (Instructor / Grounder) | Biblical literacy, truth structure, systematic understanding, wisdom. | Is this grounded in scripture, accurate, and structurally sound? | Can emphasize information acquisition over practical activation and obedience. |

# Discover How You Help Others Grow

Rank each description once, from 1 (most natural) to 5 (least natural), based on your response to a brand-new strategic initiative. Use every rank once. Your first two choices are starting points for discussion, not fixed labels.

Rank ____ Apostolic: I immediately think about systems, scaling, pioneering new territory, and establishing structure.

Rank ____ Prophetic: I immediately pause to discern spiritual alignment, integrity, prayer posture, and uncompromised truth.

Rank ____ Evangelistic: I immediately think about how to frame the narrative, recruit people, and build bridges to those outside.

Rank ____ Pastoral: I immediately consider how this impacts the health, soul care, and relational trust of our current team and people.

Rank ____ Teaching: I immediately begin structuring the content, ensuring biblical depth, clarity, and systematic learning pathways.

My primary preference: _____

My secondary preference: _____

Example from service and feedback from someone who knows me:

_____

# Functional Self-Reflection

Energy Flow: What tasks or leadership responsibilities energize you most during the week? Which ones drain you fastest?

_____

Frustration Driver: What gap in a project frustrates you first? (e.g., lack of strategy [A], lack of spiritual depth [P], lack of outreach [E], lack of care [S], lack of clarity/accuracy [T]).

_____

Equipping Orientation: If you had to equip 5 people to step into your shoes, what core competency would you instinctually focus on training them to master?

_____

# 90-Minute Team Workshop

| Time | Activity |
| --- | --- |
| 00:00-00:15 | Framework Orientation & Scripture Alignment (Ephesians 4:11-12) |
| 00:15-00:45 | Individual Mapping & Pair Share (Primary/Secondary Roles) |
| 00:45-01:15 | Team Heatmap & Gap Analysis |
| 01:15-01:30 | Equipping Commitments & Role Re-alignment |

## Mapping the team heatmap

Draw five columns: A - P - E - S - T. Each leader places a green marker for their primary preference and an orange marker for their secondary preference. Label every marker “Primary” or “Secondary” as well, so color is not the only distinction. Invite examples and feedback before interpreting the pattern.

Dominant Clusters: Where is our leadership team heaviest? What strengths have we actually seen in practice, and which perspectives need more attention? A Shepherd/Teacher-heavy pattern can prompt discussion about care, depth, pioneering, and outreach; the pattern alone does not establish strengths or limitations.

Functional Gaps: Which functions are underrepresented or missing entirely? Who is stepping up to cover those missing perspectives, and is that causing burnout?

Friction Points: Where do our natural tensions lie? (e.g., Apostles pushing rapid risk vs. Teachers/Shepherds requesting stability and care).

# From Execution to Equipping

| Archetype | Traditional execution role | Equipping mandate |
|---|---|---|
| Apostolic | Managing day-to-day operations and running internal meetings. | Architecting leadership pipelines, planting new micro-gatherings, and launching teams. |
| Prophetic | Doing all prayer leadership and calling out problems in isolation. | Training intercessory teams, fostering culture-wide discernment, and leading spiritual audits. |
| Evangelistic | Running all outreach events and preaching salvation sermons. | Training every believer to articulate their faith and build relational bridges in their workplace. |
| Pastoral | Performing all hospital visits, personal counseling, and member care. | Training micro-group leaders and care teams to shepherd, counsel, and care for one another. |
| Teaching | Delivering all Sunday lectures and writing all small group curriculum. | Training lay teachers, establishing catechism pathways, and building self-directed study tools. |

## My equipping commitment

One responsibility I will share: _____

One person I will equip: _____

Our next action: _____

Review date: _____