

ROGO Forum Content - A Series About YOU P1

In this first lesson, we're going to start by focusing on YOU as an organizational leader. In the weeks to come, we will look at using the enneagram as a tool to build, manage and lead your team. For now, let's spend some time prayerfully considering how others experience you as a leader.

In the first message of the series, Pastor Matt talks about the enneagram as a tool to help us understand ourselves as he starts his message in Matthew 13:1-9. In these verses, Jesus is using a metaphor of different types of soil that represents different types of people. My advice to you as a leader is to lean into learning about yourself over the next ten weeks. When I say learn about yourself, I mean, what personality did God give you? What strengths and weaknesses come with that personality, and what motivates you to do what you do and don't do? If you do the hard work of digging deeper into your personality (both the beauty and brokenness of YOU), your effectiveness and impact as a leader will multiply significantly.

Please review these 13 Leadership Types and identify the top 2-3 types that you most identify with. We will be circling back to this content in the next few lessons.

1. **Overpowering Ollie** - Too strong, too opinionated and dominates meetings/conversations
2. **Indecisive Ina** - Struggles to make decisions, is not declarative, usually does not speak up in a timely manner
3. **Defensive Denny** - Defensive, uncoachable, has all the answers, unwilling to receive feedback
4. **Negative Nellie** - Often critical, judgmental and negative
5. **Apathetic Allen** - Unable to connect with others' feelings and perspective
6. **Full Phil** - Usually at capacity, doesn't have time or energy for much as their plate is always full
7. **Controlling Cathy** - Needs to be involved with pretty much everything and really struggles to empower others with authority
8. **Emotional Edwardo** - High emotion swings typically manifest in isolation, tears, outbursts of anger
9. **Challenging Charlie** - First response is typically to disagree, challenge or offer a different perspective
10. **Achieving Arnold** - Only sees results, rarely sees people unless its a way of achieving results
11. **Alone Allie** - Isolates relationally from the team
12. **Prideful Peter** - Comes across as prideful, doesn't listen well and lacks curiosity of others
13. **Shy Sheila** - Shies away from hard conversations

Steps:

1. [Take the Enneagram Assessment](#)
2. [Watch the first message of the YOU series](#)
3. Ask a few trusted people on your team that you feel safe with the following questions: How do you and others on the team experience me? Ask them to pick from the list of leaders above, and if the list above does not capture you well, then have them articulate their thoughts, not from the list.
4. Invite the Lord into this process. Take out a journal and write down your thoughts and the input of others. In a time of prayer and meditation, ask the Holy Spirit to show you more about yourself to help identify the kind of leader you are from the list above.
5. Share what you captured in your journal with your ROGO Forum pod.