

Receiving New Team Members onto Your Team: A Case Study

As a team leader part of your role is to help care for your team members as they transition from one culture to a new place, culture, and social structure (local and team.) In large measure this is concerns your pastoral role as a team leader. In order to help your team members well you will want to get to know them well: both their strengths and challenges.

Please read the following case study, considering each person and couple's background. We'll be using these individuals and their particulars along the way several times in the Onboarding 101 course.

Janice Smith - A 26 y.o. woman who was a 2-year short termmer your team and is coming back as a career worker. She speaks the local language well and plans to live with a local Christian woman from the church plant. She feels that she does not need to be coached or helped but can help the "newbies." At the same time Janice has her own ideas about team, free time, Skyping friends in the US and traveling home on holidays or vacations.

Learning Style:

Myers-Briggs – ESTJ
Sensory Preference – Auditory
Brain Dominance – Left
Learning Type – Solution Oriented

Spiritual Background: Janice formerly served as the singles ministry director at a small church for 2 years. She became a believer while in high school and was active in the leadership team of a campus ministry during college. Nobody else in her family is a Christian. Janice regularly spends 30 minutes every day in prayer and Bible reading.

Bob and Carol Johnson - The couple have been on 1 short term trip to the country 2 years ago and now that they are retired they are joining the team as financial managers. They love the local people but are not "language learners." They definitely could benefit from a stable living environment and help navigating the culture.

Bob Learning Style:

Myers-Briggs – ISTP
Sensory Preference – Visual
Brain Dominance – Left
Learning Type – Solution Oriented

Bob Spiritual Background: Bob comes from a long family history of believers. He became a Christian at a youth camp when he was 10. Bob has served as a trustee in his church and has taught children's Sunday School off and on for 30 years. Bob is pretty private about his faith.

Carol Learning Style:

Myers-Briggs – ENFJ
Sensory Preference – Auditory/Visual
Brain Dominance – Right
Learning Type – Meaning Oriented

Carol Spiritual Background: Carol has taught women's Bible studies at church for years. She is especially respected for her ability to teach others and expository Bible study method. She prays often for others. Her favorite book of the Bible is Romans. She often listens to Bible teachers on the radio.

Dan and Sue DiLorenzo - A young couple in their 30's they have 2 young children. The family had a vision trip to the field 1 year ago but know very little about the culture. They both plan to go to language school if they can hire a nanny. Their parents may also come over to help with the kids so Dan and Sue can have some breaks. The family feels strongly called to the culture and working with the team.

Dan Learning Style:

Myers-Briggs – ISFP
Sensory Preference – Tactile
Brain Dominance – Right
Learning Type – Activity Oriented

Dan Spiritual Background: Dan grew up in a strong Christian family and was involved in ministry with his parents since childhood. He became a Christian at the age of 7 with the help of his Mom. He's always tried to do daily devotions, but it's never really worked for him. He loves to be outdoors and is always a very willing servant. He's been in some men's groups and enjoyed that, but never has really felt challenged enough in his faith.

Sue Learning Style:

Myers-Briggs – ENTJ
Sensory Preference – Visual
Brain Dominance – Left
Learning Type – Theory Oriented

Sue Spiritual Background: Sue's parents and siblings are very concerned about the choices she's made in life. They are staunch atheists. Sue became a believer right after college and met Dan through a Christian friend. Sue is a voracious reader and has read over 200 Christian books in the last 10 years. She's never been able to stay in women's Bible study group very long although she's tried several times. She really enjoys the challenge of moving her family along towards the experience of walking daily with God since that is something she feels she really missed growing up.