

Assessing Your Team's Strengths and Weaknesses



Capacity: Leadership

Effective leadership begins with understanding the people you are entrusted to lead. God calls leaders to **steward both tasks and people**, ensuring that each team member is utilized according to the gifts and talents God has given them. Assessing a team's strengths and weaknesses is not merely a managerial task—it is a spiritual responsibility. By identifying strengths and gaps, leaders can maximize productivity, cultivate growth, and build teams that glorify God.

A biblical approach to assessment emphasizes discernment, humility, and love. Leaders are called to shepherd their teams, recognizing God's image in every employee and seeking to equip them for service, not exploitation.

BIBLICAL PRECEPTS FOR ASSESSING TEAM STRENGTHS AND WEAKNESSES

A. Recognize God-Given Gifts

Romans 12:6–8 states:

“We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach...”

Every team member possesses unique gifts. Leaders are called to discern these gifts and position people to serve where they can flourish and contribute effectively.

B. Servant Leadership Requires Insight

Jesus said, *“Whoever wants to be great among you must be your servant”* (Matthew 20:26).

Assessing team capabilities is an act of servanthood. Understanding strengths and weaknesses allows leaders to provide appropriate guidance, support, and opportunities for growth.

C. Accountability and Wisdom

Proverbs 27:23 encourages:

“Be sure you know the condition of your flocks, give careful attention to your herds.”

A leader's responsibility is to know their team—strengths, weaknesses, motivations, and challenges—so they can provide wise and faithful oversight.

D. Promote Unity Through Understanding

1 Corinthians 12:12–27 highlights the value of diverse parts working together. Recognizing strengths and weaknesses enables leaders to align complementary gifts, fostering unity and effectiveness.

E. Encourage Growth and Transformation

Colossians 3:23 reminds us:

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.”

Leaders should assess not to judge, but to equip, train, and develop team members in ways that honor God.

BASIC PRINCIPLES FOR ASSESSING YOUR TEAM

1. Observation and Interaction

Spend time with team members in their work environment. Notice how they approach tasks, solve problems, and collaborate with others.

2. Communication and Listening

Ask questions, invite feedback, and listen carefully. Understanding personal motivations and challenges requires intentional dialogue.

3. Holistic Assessment

Evaluate technical skills, relational abilities, spiritual maturity, and character. Strengths in one area may be balanced by weaknesses in another; both are important for effective team deployment.

4. Confidentiality and Respect

Assessment should protect dignity. Avoid public comparison or ranking that could shame or demotivate team members.

5. Alignment With Mission and Goals

Strengths should be leveraged toward achieving organizational and spiritual objectives. Weaknesses should be addressed with coaching, mentoring, or training.

BEST PRACTICES FOR BIBLICAL TEAM ASSESSMENT

A. Identify Individual Strengths

Recognize unique gifts, talents, and passions. Proverbs 18:16 notes that gifts can open doors. Leaders should place employees in roles where they can excel and contribute maximally.

Practice: Use structured assessments (skills inventories, personality tests, spiritual gifts inventories) and informal observation to identify core strengths.

B. Recognize Weaknesses Without Condemnation

Weaknesses are natural and opportunities for growth. Avoid criticism that discourages; instead, offer guidance and resources for improvement.

Practice: Pair constructive feedback with encouragement and support. Focus on solutions rather than blame.

C. Build Complementary Teams

Like the body of Christ in 1 Corinthians 12, no one is perfect, but combined strengths can achieve extraordinary results.

Practice: Assign tasks based on team members' strengths while ensuring that weaknesses are supported through mentoring or collaboration.

D. Encourage Self-Assessment

Invite team members to reflect on their own strengths and weaknesses. Self-awareness enhances personal growth and accountability.

Practice: Use reflection exercises, guided questions, or spiritual gifts assessments to facilitate self-evaluation.

E. Create a Development Plan

Identify gaps and develop actionable plans for training, mentorship, or role adjustment. Growth-focused assessment empowers employees rather than punishes them.

Practice: Collaborate on individualized development plans, setting goals and timelines.

F. Celebrate Strengths and Progress

Acknowledging what team members do well builds confidence, motivation, and loyalty.

Practice: Publicly recognize contributions while maintaining humility, ensuring praise honors God rather than elevating the individual above the team.

BENEFITS OF ASSESSING TEAM STRENGTHS AND WEAKNESSES BIBLICALLY

1. Maximizes Team Effectiveness

Aligning roles with strengths enables higher productivity and better results, enhancing the organization's impact.

2. Builds Trust and Respect

When leaders invest in understanding their team, employees feel valued and understood, fostering loyalty and engagement.

3. Encourages Personal and Spiritual Growth

Employees gain insight into their abilities and areas for improvement, providing opportunities for skill development and spiritual maturity.

4. Promotes Collaboration

Awareness of complementary strengths allows leaders to form teams that work synergistically rather than duplicating efforts or causing friction.

5. Prevents Burnout and Misalignment

Assigning tasks according to strengths helps employees thrive rather than struggle in areas of weakness, reducing stress and turnover.

6. Models Servant Leadership

Biblical assessment demonstrates love, wisdom, and stewardship, reflecting Christlike leadership in practice.

ASK YOUR MENTOR

1. How do you discern the unique gifts and weaknesses of each team member?
 2. What strategies have you used to balance team strengths and weaknesses effectively?
 3. How do you provide feedback on weaknesses without discouraging the individual?
 4. How do you align team strengths with organizational mission while addressing gaps?
 5. How do you incorporate spiritual gifts assessment into leadership practices?
 6. What methods help identify hidden strengths or potential in team members?
 7. How do you support employees in developing areas of weakness over time?
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Creative Connection

Picture a coach reviewing game film with their team—pausing to highlight strong plays, rewinding to examine missed opportunities, and adjusting the game plan accordingly. How does this image reflect the process of assessing your team's strengths and weaknesses? What image, story, or example came to mind for you?

PERSONAL INVENTORY

Self-Evaluation

Rate yourself 1–5 (1 = rarely true, 5 = consistently true):

I am aware of the strengths and weaknesses of my team members.	
I place employees in roles where they can maximize their God-given talents.	
I provide guidance and support for areas of weakness.	
I encourage self-assessment and personal growth.	
I align team strengths with organizational and spiritual objectives.	
I celebrate achievements and contributions openly.	
I steward my team in a Christlike, servant-leadership manner.	

Alignment

How do these principles of evaluation and self-awareness align with what you were taught about feedback, performance, and improvement growing up?

Context

In your current environment (workplace, church, family, or community), how are strengths affirmed and weaknesses addressed—or avoided? Where might these assessment principles feel uncomfortable or countercultural? What is the relational or organizational cost of naming both honestly?

Lingering Questions

What aspects of assessing others—objectivity, communication, follow-through, or development planning—still feel unclear or challenging? What questions remain as you consider applying these practices?

Take-Away

What is one insight from this article that will change how you evaluate, deploy, or develop the people on your team?

DO

Reflect and Journal

Reflect on your current team:

Where are their greatest strengths, and how are these being utilized?

Where are gaps or weaknesses, and how have you addressed them?

What steps can you take to better steward your team's gifts while supporting their growth?

Journal prayerfully, asking God for discernment, wisdom, and courage to lead with insight and love.

Action Steps

1. Schedule one-on-one meetings with each team member.
 2. Pray for wisdom to discern strengths, weaknesses, and potential.
 3. Conduct assessment conversations focused on strengths, growth areas, and spiritual gifts.
 4. Develop a plan for leveraging strengths and addressing weaknesses through coaching, mentoring, or role adjustment.
 5. Follow up regularly to monitor progress and celebrate growth.
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SOURCES & RESOURCES

- Holy Bible (ESV, NIV, NKJV)
- John C. Maxwell, *Developing the Leader Within You*
- Ken Blanchard & Phil Hodges, *Lead Like Jesus*
- Henry & Richard Blackaby, *Spiritual Leadership*
- Peter Scazzero, *The Emotionally Healthy Leader*