

swHw Mastermind: Strengths + Weaknesses

*Michelle Myers +
Somer Phoebus*

All quotes are from Michelle Myers or Somer Phoebus unless otherwise noted.

(Michelle)

We go to God's Word for clarity.

Strength - Submission to God = Weakness

Weakness + Submission to God = Strength

(1.) All strengths are from the Lord.

To be prideful over something that you were given is counter-intuitive.

We were all given our strengths, talents and abilities by God, and we were given them for a purpose - to display the glory of the Lord and to serve Him and one another.

The greatest strength that we all have has nothing to do with our gifts, talents, abilities - it has to do with His presence.

(2.) His presence being with us is our greatest strength.

Our strengths, without submission to the Lord, becomes weaknesses.

(3.) We are strongest together.

1 Corinthians 12

How much time and attention/focus are you giving to your own strength? How much time and attention are you giving to the strengths of others?

How can I emphasize someone else's strengths? How can I develop someone else's strengths?

(Somer)

(1.) Weaknesses remind you that you need Jesus.

Weaknesses are powerful in your walk with the Lord.

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2 Corinthians 12:8

When we need Jesus, we are reminded of His faithfulness and goodness.

(2.) Weaknesses remind you that you need people.

We are here to see the strength in other people that we don't have.

When you have a weakness, you get to find someone else in the body that has a strength that you can lean on.

(3.) Be careful using weakness as an excuse to get yourself out of work that God has called you to do. That's sin.

When we have a weakness, we focus on that weakness, but we miss opportunities where God wants to develop us and work in us.

If you're called, you're called.

Where we're called is where we will have to depend on the Lord.

(Michelle)

Everything without boundaries can become a weakness.

1) How do we identify our strengths & weaknesses. And how do we embrace our weaknesses without feeling bad about ourselves? (Michelle)

Don't overthink it!

Strengths: When is the presence of God most profound around me and when do I feel like I am most apart of His mission?

Weaknesses: keep us dependent on God, makes me realize my need for Him and for others.

What am I doing that strengthens the kingdom? Strength.

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Where do I need help and the strengths of others? Weakness.

2) What are your thoughts about how to use personality tests like the Enneagram? (Somer)
Problems with the enneagram: Using it as an excuse and focusing on all of the things that we shouldn't have to do because they aren't natural for us.

If we take the Enneagram and we focus on learning what we can see in other people, what we can learn about other people, that's when it becomes a helpful tool.

Does it benefit my relationships with other people?

If we spend too much time studying ourselves, we are making ourselves an idol.

3) What is the best strategy to have when talking with your team about their strengths and weaknesses to better steer them towards a better role on your team all without stepping on toes? I need to change some things up on my team, but don't want to hurt any feelings along the way. (Michelle)

Understand ourselves = understand what God can do.

There's a difference between pushing and pulling.

You are not pushing someone. You are pulling out of them what God already put in them. You are not putting in them a gift, talent or ability, God has already done that. You are helping them see what God gave them and giving them an opportunity to use it.

4) In the entrepreneur/business world there is a big emphasis on daily personal development, as I'm sure you know. I have found the benefits of it in identifying strengths and weaknesses, areas of growth to work on, mindset, etc. But how would you say this all fits in with solely using the Bible as a resource for personal growth and development versus ALL the books and podcasts. I'm guessing the truth lies in the tension like so many things. Just don't want to overdue it with all the PD resources out there. (Somer)

Personal development is about you - don't study yourself.

Where we go to better ourselves matters so much.

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How much time are you spending in the Word vs. how much time are you spending on how to be a better leader, etc.

There will always be a next step. If you do personal development more than you do, then you have a problem.

Knowledge turns into pride if it isn't applied.

Personal development can slow you down when it turns into pride.

Spend twice as much time with Jesus as you spend on personal development.

Personal development is like dessert. Too much can make you feel worse.

5) Tips on developing strengths and working on weaknesses and helping your team/children do so also without becoming self-reliant or prideful or encouraging self-reliance or pride in others. (Michelle)

See people as individuals. One strategy will not work for everyone, except for coming back to always making it about Jesus.

If we over-emphasize a strength, we lend itself to that strength becoming a bigger part of their identity than Christ.

Encourage dependence, not just development.

Don't start seeing them as a skill or ability. See them as a loved child of God and how we can help them use the God-given talents, abilities.

Make the skill secondary and who they (because of Whose they are!) primary.

6) Can we talk about being aware of our strengths and weaknesses in fixing our focus on Jesus while we are in seasons of spiritual warfare? (Somer)

When your eyes are focused on Jesus, you will be aware.

When our eyes are focused on Jesus, you're aware of what He wants you to be aware of.

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James 1:2

Is this spiritual warfare or is this suffering? The medicine is the same - Jesus.

Romans 5:1

Be weirdly excited about your trials producing perseverance, character and hope.

7) How does 2 Corinthians 8-10 come into play when thinking about our strengths and weaknesses? (Michelle)

No matter how generous we are, God gives more.

How to Ruin Your Life by Eric Geiger

1 Corinthians 15:9 - "least of the apostles"

Ephesians 3:8 - "least of the saints"

1 Timothy 1:15 - "chief of all sinners"

The more Paul saw Christ in all His glory, the less he fought to see himself.

How much do I realize that the Lord has done for me?

The goal is to not make it about who we are and what we do, but about who God is and what He has done for us.

8) Is it bad to depend on someone else to fill in the gaps where I am weak? As a leader I'm terrible at administrative tasks so I have a teammate that is great, but should I work on getting better? (This question goes for marriage too.) (Somer)

You need to be prepared.

Should you work on becoming efficient in someone else's strengths? No.

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Be aware of where other people are filling the gaps and be thankful, grateful, and love them well.

9) How should we think of spiritual gifts, fruit of the spirit, and strengths and weaknesses interacting? (Michelle)

Our gifts are from the Lord, the fruits of the spirit are the result of His work in us.

Self-control is not willpower, it's controlling the self.

You cannot muster up in your own strength these things (fruits of the spirit) on a supernatural level.

You cannot fake the fruits of the spirit. Be connected to the Vine everyday so He moves in you and through you.

Your flesh does not naturally become patient, for example, over time, but the result of staying connected to Him.

10) How do you know the difference? Some people consider some things a strength that others would able weakness. And it seems like you could "spin a lot of things into strengths depending on your perspective! (Somer)

If it benefits others and glorifies God, it is a genuine, authentic strength.

If it benefits you and glorifies you, it was probably manufactured by you and for you.

For the good of others and the glory of God = strength

BONUS because I think this is where so many women are: Weary of social media. Kids at home, need to be online less - but know I still need to do it. (Both)

If you are going online out of duty... Duty depletes you. Love energizes you.

When your love has energized you, then go online.

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You do not have to force yourself into performing like some algorithm robot because you are not one.

When you go online, it's public forum. Take a beat and do what matters most and then go and serve when you're energized.

Give yourself grace in this season.

Give your best in the areas where it matters most.

You can't stand up on stage every 5 minutes and you can't go join an audience every 5 minutes.

Scroll intentionally. Don't scroll mindlessly.

Follow people that push you closer to the Lord so you have a feed that encourages you.

Follow people that inspire you.