

Summary of the Inner Team exercise

(see: *The 3 Colors of Community*, pages 121-135)

In order to grow spiritually—and especially, to approach the reality of sin—it is essential for you to discern the different inner voices within you, understand their nature, and learn to manage them.

First phase: Identify the different voices within you

In the first phase you will develop an understanding of the reality of different voices struggling within you, without any evaluation of each voice.

1. Define the situation you would like to address

Since in different situations you may identify different voices, it is essential to clearly define the situation you would like to address (for instance, *When dealing with your highest energy, which inner voices come to mind?*).

2. Identify your team players and their messages

Write down the names and typical messages spoken by each team player (see Worksheet 1).

3. Let the team players speak

Take on the identity of each individual team player. Try to articulate their interests and concerns from that perspective (for instance, *Sometimes I could kill the team player who calls himself The Bible Man*).

Second phase: Understand your inner voices

In the second phase you will move forward to understanding the nature of each of the inner voices you have identified in the first phase.

1. Divide the players on your Inner Team into two groups

Start the evaluation process by assigning to each team player a label that indicates whether they pursue the path of isolation (sin) or the path of community (communal quality). For instance, *The voice that I called "Fanatic" gets the label "Pride," the voice that I called "Coach" the label "Empowering leadership."* See Worksheet 2.

2. Understand the nature of each voice

Some voices may express the positions that you take in public; others may be the direct counterpart of the position you have decided to take. Some voices may be loud; others, silent. Some voices may be fueled by your hormones; some, primarily by philosophical thoughts. Some voices may express very spiritual perspectives; others, clearly non-Christian views. Some voices may be welcome; others, not at all

3. Identify the deeper interests behind each voice

Try to look behind the articulated message of each voice. What is its deepest concern or interest? It may be that the message you have attached to a specific voice sounds rather questionable. Nevertheless, there may be an absolutely justifiable concern *behind* it (for instance, *The justifiable concern behind the voice that I labeled "The Anti Guru" is his criticism of "guru leadership"*).

Third phase: Form your Inner team

In the third phase you move from focusing on the individual team players to the functioning of the team as a whole. In this phase, the team leader plays a key role.

1. Identify two spokespersons

Focus on the most important team player of each of the two sides identified in the previous steps. These players function as the spokespersons for the other voices of the same side.

2. Moderate a discussion between the spokespersons

Now it is the task of the team leader to moderate a discussion between the two spokespersons. It can be helpful to sit yourself literally on different chairs as you represent each "person."

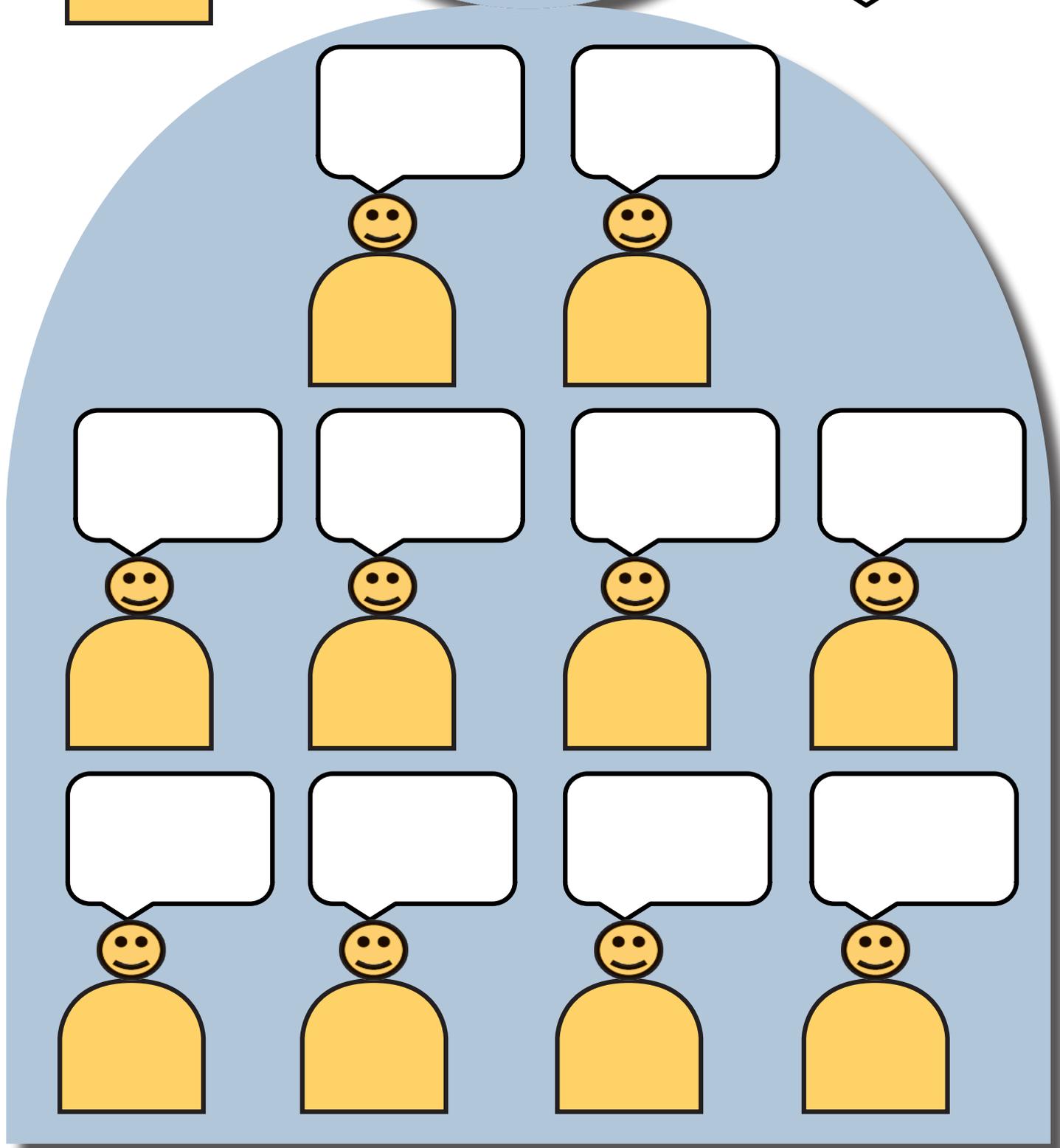
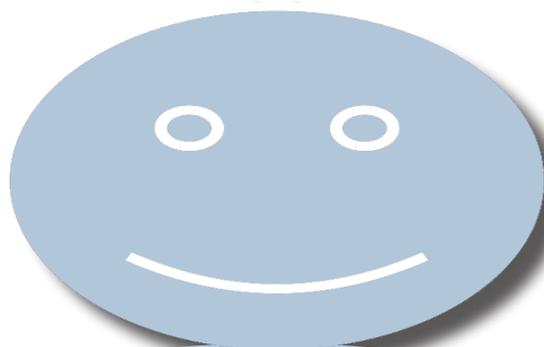
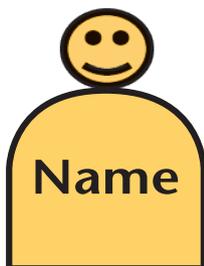
3. Make an integrated decision

Decide on a concrete plan of action from which the community will benefit. In this process, don't switch to some abstract ideal, but try to do justice to the deepest concerns of as many team players as possible.

Worksheet 1: My Inner Team

(see: *The 3 Colors of Community*, pages 121-135)

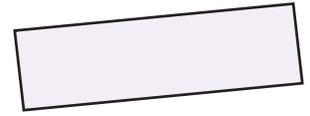
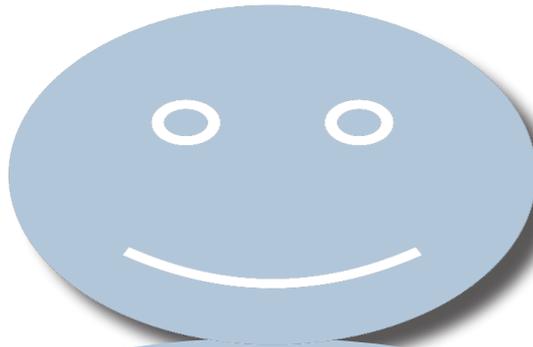
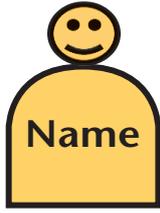
You may use this worksheet for step 2 of the first phase of the Inner Team exercise.



Worksheet 2: The two sides of my Inner Team

(see: *The 3 Colors of Community*, pages 121-135)

You may use this worksheet for step 1 of the second phase of the Inner Team exercise.
Start by copying across the names and messages of Worksheet 1.



In these fields you can write down either the name of the "sin" (for instance, "pride") or the "communal quality" (for instance, "empowering leadership") expressed by each team player.

A large, light blue smiley face that serves as a background for a grid of smaller person icons. The grid consists of 10 rows and 4 columns of yellow person icons. Each icon has a white speech bubble above it and a white rectangular box below it, similar to the ones shown in the top left. The grid is arranged as follows:

- Row 1: 2 icons
- Row 2: 2 icons
- Row 3: 4 icons
- Row 4: 4 icons
- Row 5: 4 icons
- Row 6: 4 icons
- Row 7: 4 icons
- Row 8: 4 icons
- Row 9: 4 icons
- Row 10: 4 icons