

TEAM VALUES

to
stop
the
spread
of
anxiety



The year 2020 marked us all. The pandemic became a line between before and after. At the time, Deaf Bible Society was a five-year-old organization. Now we're celebrating our first decade of ministry and considering how our leadership learning might also benefit yours.

Because, like us, you are purpose-driven. You recognize God-given worth of every person—not defined by deafness or hearing but by the Creator who gives us every breath. You believe that stewardship encompasses everything: time, talent, treasure, and influence. And, when you think of people who live every day without access to the message of God's love, your heart feels deeply why our mission matters.

In this spirit, we invite you to take what you can use from key ideas that are shaping our teamwork. We're uncovering how anxiety—which surged during the pandemic—shows up in relationships and organizations. Meanwhile, our Deaf leaders are grappling with common perceptions about 'the way we do things' in Deaf culture.

We are discovering how to open ourselves to new ways God is working in and through us. As we grow, we are making decisions that embed our team values more deeply and unite us in living them more intentionally.

WHEN ANXIETY SHOWS UP IN...

TEAM VALUES MOVE US TO...

Reactivity

Immediate emotional reactions

Inability to be calm or playful

Seek to build trust.

The level of our success depends on the depth of our trust. We build trust by showing ourselves to be trustworthy. We also demonstrate competency, humility, integrity, reliability, and a pursuit of excellence.

Commit to communicate.

We strive for clear, concise, and timely communication. Good communication closes the gap between expectations and performance and covers a multitude of sins.

Speak the truth in love.

We're not afraid of hard conversations. We commit to an honesty policy of sharing the last piece of truth we may be tempted to hold back. We also recognize that not everything that is true has to be shared openly—some things can be reserved for prayer between you and God.

Herding

Accommodating the least emotionally mature person in the group

Requiring "togetherness" that masks individuality or conflict

Serve with arms linked, Deaf and hearing.

We choose to see that all people, in advance, have been created by God to do good works. We do not set limits to how God can use and position his people to see his mission fulfilled.

Cultivate an attitude of care.

When we care for all the work we put our hands to and invest in, we tend to it, nurture it, and help it thrive. We are open to providing room for our teammates to succeed at things we may not be able to do yet or know how to accomplish ourselves.

Generously give honor to stakeholders.

We create a culture of honor in how we speak to, speak about, and treat others. Honor is not reserved for a role or position; it is given widely and generously.

Blame-shifting

Leaving to others the responsibility for solving problems

Claiming undue credit or contribution to be seen as successful

Take initiative personally.

We get to the root problem and take steps toward a solution. We don't assume it's somebody else's job. We take ownership. While the problem may not be my fault or responsibility, it is my focus to see that needs are met.

Show love in the details.

We do big things together by planning, preparing, and taking care of the small things. We don't have black boxes. We keep records of our activities to show love.

Shine light on a job well done.

We live to celebrate God and others, especially when they've displayed a job well done. We don't hesitate to give public and private recognition to those who use their talents well.

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Carly Zwickl

DEAF COMMUNITY RELATIONS DIRECTOR

We're each running our unique race, striving toward the same goal together.

The challenges we face become opportunities to grow in leadership and

build confidence in our God-given gifts. The best epiphany moments are when we think, "Oh I can do this, and I can do it well." Our team recognizes each individual's equal value and champions Deaf leaders to thrive through unity, sharpening one another with God's grace and love.



Paul Andrushchak

COMMUNITY MOBILIZATION DIRECTOR

I've grown as a leader through opportunities to support the development of other leaders. This has been especially evident in project leader meetings and through

open transparency. When translation teams include leaders who have clear goals and a shared mission, it propels us forward to share the Bible in every sign language.



Min Min Wood

MANAGING OPERATIONS DIRECTOR

My work is invaluable for my growth as a leader. We view obstacles as opportunities for development. Guided by our team values

and my experience serving both internally and with global translation teams, I am motivated each day to serve others well.



WHEN ANXIETY
SHOWS UP IN...

TEAM VALUES
MOVE US TO...

Quick-fix mentality

Avoiding discomfort
and seeking quick relief
from pain

Lacking patience and
persistence to develop
real solutions

Aim for clarity.

We don't make assumptions. We ask good questions that are for our learning, not to prove something. Ambiguity slows us down; clarity helps us go farther, faster.

Pursue progress over perfection.

We are continuously improving ourselves and our work. Failure is only final if we fail to make progress.

Pick on systems not people.

Systems need to be poked, prodded, and manipulated to make sure they're working for us and not us working for them. We should give feedback on ways systems can improve only if/after we have thoroughly used the systems we have to their full capacity.

Leadership fatigue

Inability or unwillingness
to course-correct the
above indicators of anxiety

Losing vision and avoiding
strategic risks required
to thrive

Lead from a place of health.

The health of the leader determines the health of the team, the health of the partnership and, ultimately, the effectiveness of the work. For us, the win is a high standard of excellence in service while maintaining mental, physical, emotional, relational, and spiritual health. We won't compromise one for any other. We commit to both excellence and empathy, but we do not disregard excellence for empathy.

Keep your eyes and your heart on the mission.

We don't just have a job, we have a mission. It starts with God's calling. We care about the mission winning more than the position we play or title we have. We believe in the resources and services we offer—they matter to us personally.

Find a way—always.

We lead with yes. We have an optimistic attitude, believing there's always a way, and we'll get there together. We look anywhere for answers, knowing that originality is good, but effectiveness is better.

Anxiety themes based on family systems theory by Murray Bowen and adapted from "Barriers to Building Best-in-Class Institutions" by Dan Reed and Rebecca Johnson. Seed Fundraisers. 2021.



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