



Team Reflection Deep Dive: A Guide to Meaningful Conversations



Bonus resource by Joe Platania from Central Christian in Arizona



Setting the Tone for Deep Dive Conversations

Before diving into the questions, it's crucial to establish a constructive and open atmosphere. Start by setting the following guidelines to ensure that the discussion remains focused and productive:

- ▶▶▶ This is a data-gathering session, not a problem-solving meeting. Avoid diving into solutions immediately.

- ▶▶▶ Encourage open dialogue while maintaining respect for all participants. Disagreeing is acceptable, but it should be done constructively.

- ▶▶▶ Stay focused on the purpose of the meeting, which is to reflect, evaluate, and identify areas for improvement.

Deep Dive Questions

- **Celebrating Wins**

- What do we have to celebrate over the last year?
- Where are we winning?
- Why is that happening?
- How can we keep winning and win bigger?

- **Evaluating Metrics**

- We measure what is important. Does this team have an established set of metrics?
- Do you know what they are?
- How are you doing in relation to them?
- How can we improve our metrics?

- **Assessing Systems and Processes**

- Systems and processes are the highways that vision travels on. Are ours effective for our team and church?
- What needs to improve?

- **Reviewing Leadership and Structure**

- Leaders are vision ambassadors. Do we have the right people in the right places?
- What changes to our organizational structure do we need to make to be more effective and efficient?

- **Planning and Consistency**

- We must be consistent in all we do. The rhythm and planning of the church is critical.
- How does your team make plans and set goals?
- How can this be improved?
- What is coming next that we need to be prepared for?

- **Identifying Gaps and Confusions**

- What did we miss?
- What is right that needs to be amplified?
- What is wrong that needs to be fixed?
- What is missing that needs to be developed?
- What is confusing and needs to be clarified?

These questions are designed to uncover valuable insights and foster a thorough understanding of your team's current situation and future directions.



These insights were drawn from Joe Platania's appearance on the unSeminary podcast episode, ["The Staff Health Puzzle: How Central Christian Operationalizes Alignment with Joe Platania."](#) Tune in for more expert discussions on effective church management. Joe Platania is the Executive Pastor at [Central Christian Church in Arizona](#), specializing in HR and staff development. His work focuses on enhancing staff culture and alignment across the church's multisite network.