



Team Development Reflection Guide

“Know the condition of your flock.”

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*Leadership rooted in faith and service. Equipping leaders to serve with
humility and vision.*

This guide helps teams slow down, reflect, and strengthen the relational awareness that healthy leadership requires. It works for 1:1s, team meetings, or leadership cohorts.

1. Opening Thought - Why This Matters for Teams

Proverbs 27:23 reminds leaders to pay attention to the condition of their flock. But teams also have a responsibility to know the condition of *each other*. Healthy teams don’t drift into trust, clarity, or unity. They build it through intentional awareness.

This reflection guide helps teams:

- Notice what’s happening beneath the surface
- Strengthen relational understanding
- Identify needs, strengths, and opportunities
- Build a culture of care, honesty, and shared stewardship

2. Team Reflection Exercise - “The Condition of Our Flock.”

Invite each team member to reflect silently for 2–3 minutes, then discuss.

A. Personal Check-In

Ask each person to answer:

- What’s one word that describes how you’re arriving today?
- What’s one thing giving you energy?
- What’s one thing quietly draining you?

This models the kind of attentiveness the proverb calls for.

3. Team Awareness Mapping

Use these prompts to help the team “know the condition” of the group.

A. Strengths We See Emerging

- Where is our team currently strong?
- What strengths have surfaced recently?
- Who has stepped into new capacity or growth?

B. Pressures We Need to Name

- What’s weighing on us collectively?
- What deadlines, dynamics, or decisions are creating strain?
- Where might someone be carrying more than they’re saying?

C. Places We Might Be Drifting

- Where have we lost clarity?
- What expectations need to be reset?
- What assumptions might be replacing real communication?

This helps the team identify early signs of drift before they become problems.

4. Shepherding One Another - Team Care Practices

Invite the team to choose one or two practices to adopt for the next 30 days.

- **Weekly “Pulse” Question:** One simple check-in: “What’s one thing that would make your week easier?”
- **Strength Spotting:** Each person names one strength they’ve seen in someone else that week.
- **Obstacle Clearing:** Identify one barrier the team can remove for a teammate.
- **Encouragement Loop:** Each person writes a short note of appreciation to someone on the team.

These practices build a culture of attentiveness and care.

5. Leadership Integration - For Managers Facilitating the Session

Use these questions to deepen the conversation:

- What did I learn today about the condition of my team?
- Where do I need to lean in with support, clarity, or encouragement?
- What assumptions did I discover I’ve been making?
- What conversations do I need to initiate this week?

This turns reflection into leadership action.

6. Closing Reflection - A Shepherd’s Posture

Invite the team to end with this quiet reflection:

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- Who on our team might need encouragement?
 - Who might need clarity?
 - Who might need partnership?
 - Who might need rest?
 - Who might need to be seen?

Proverbs 27:23 reminds us that teams flourish when leaders and teammates pay attention, not just to the work, but to the people doing it.