

The Commitment to Excellence

Rochelle is a gifted worship leader, Bible teacher and a strong, courageous leader in women's ministry. Over the years, I watched as she befriended one young woman after another and helped them develop their talents. She seemed to instinctively know an individual's unique talents and how to develop those talents. But, I also observed that occasionally her approach was like sand paper to some individuals because she didn't settle for mediocrity. I was eager to see the report from her StrengthsFinder assessment. I also looked forward to unpacking her talents and coaching her through *Engage Your Strengths*.

When discussing her signature talents: Learner, Intellection, Developer, Maximizer, and Individualization, I asked if she felt these talents accurately describe her. She hesitantly said yes. Her strengths were easy to address, except for Maximizer. Rochelle shared that she had always known just the "fixes" necessary to make an event or a worship experience better. Whether it was the lighting, or the sound system, or the worship slides, she just knew what to do. As she communicated those "fixes," more often than not, she would offend those she was trying to assist. Her attempts toward excellence were only seen as criticism. Eventually, she became frustrated and began to despise this talent. She even asked God to take away this ability, but He didn't.

Upon seeing her signature talents on paper, she realized God intended for her to spur the Body of Christ to excellence. It was important for her to fulfill her role in the Body. The discovery of her signature talents helped her to embrace the Maximizer talent and even changed the way she prayed. She no longer asked God to remove this talent, but instead she asked Him to bring out the Fruit of the Spirit—love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

Shellie Kelly

Gallup Faith Practice Strengths Performance Coach

Connectedness | Individualization | Relator | Achiever | Learner