

Development Needs of Navigators by Life Stage

22-29

LEARNING

Who am I?

SURVIVAL

High activity
Broad learning
Hopeful/Anxious
Searching/Verifying
Accomplishing
Gathering
Self-oriented

DANGERS

Bad life decisions
Not knowing self
Pressure to figure it out

DEVELOPING POTENTIAL

WHAT THEY DO NOT NEED

Too much focus too soon
Totally self-directed development

WHAT THEY DO NEED

WHAT COULD/SHOULD WE PROVIDE?

- *Process experiences with someone;*
- *re-parenting and supervising*
- *Biblical convictions*
- *What do I believe and who am I?*
- *How to think critically and broadly*
- *Biblical interpretation skills and study*
- *How to operate in teams*
- *Motives more important than performance*
- *How to get help from others*
- *A mentor in my field*
- *Self-discovery*
- *Budgeting & time management, life skills*

30-39

BUILDING

Where is my place?

SUCCESS

Intense schedule
Narrow learning
Tyranny of the urgent
Driven by expectations
Achieving, making it
Improving
Work-oriented

DANGERS

No life structures
Doing overrides Being
Incongruency stress
Lack of intimacy & accountability

DEVELOPING CONTRIBUTION

WHAT THEY DO NOT NEED

Burdensome development
Reinforce mask & performance
Too much specialization

WHAT THEY DO NEED

WHAT COULD/SHOULD WE PROVIDE?

- *Managing other people and teams; influence, Peer Learning,*
- *Being over Doing*
- *Self-discovery—what you enjoy*
- *Personal assessment*
- *Conflict management/relational healing*
- *Life balance: budgeting & Time*
- *Injustice, good and bad*
- *Not always function within your design. Distinguishing Strengths & Stretches*
- *Reconciling expectations and reality—theology of suffering*

40-54

FOCUSING

Why am I here?

SIGNIFICANCE

Changing schedule
Targeted learning
Uncertain/Weary
Second thoughts
Contributing > Influencing
Mastering
Purpose-oriented

DANGERS

Dabbling
Plateauing
Work-dominated
No life rhythms

REALIZING CONTRIBUTION & DEVELOPING PURPOSE

WHAT THEY DO NOT NEED

Totally leadership-selected development
No space for specialization-growth

WHAT THEY DO NEED

WHAT COULD/SHOULD WE PROVIDE?

- *Re-assessment of gifts*
- *Time to match your design and desires to the Navigator needs*
- *Time of brokenness and disappointment*
- *Time to process and help to process*
- *Women to have more opportunities and assessment*
- *Re-careering*

55-75

INVESTING

How do I finish well?

SECURITY

Focused/looser schedule
Selected learning
Anxious
Accepting my role
Influencing > Contributing
Converging
Others-oriented

DANGERS

Stop learning & growing
Lack of purpose
Work-dominated
Not finishing well

REALIZING PURPOSE

WHAT THEY DO NOT NEED

Demanding-schedule development
Structure that limits selection
Isolation

WHAT THEY DO NEED

WHAT COULD/SHOULD WE PROVIDE?

- *Developing a ministry and family legacy.*
- *Moving from role to contribution*
- *Dealing with grief – your own and others*
- *Preparing for repositioning rather than retirement*
- *End of life paperwork*
- *Maintaining margin, slowing the pace, narrowing the focus, asking good questions, and practicing gratitude.*
- *Ministering in hidden ways*



Train - Develop - Care