

# Development Needs of Navigator Staff & Laborers 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 \_\_\_\_\_

Not too focused 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?