

# The Team With the Right Wrong People

## Episode 383

### *Church Staffing Oxymorons (Part 2)*

In Part 2 of our church staffing series, Sean and Amy tackle another challenging oxymoron: having the right wrong people on your team.

In this episode, we unpack:

- How to assess your current staff leaders beyond basic performance metrics
- Understanding the four levels of leadership capacity (10s, 50s, 100s, 1000s)
- The importance of evaluating roles separately from the people in them
- Tools and assessments for understanding staff wiring and capacity

Plus, we discuss the value of an outside perspective when making tough staffing decisions, share practical next steps for leaders and explain how to avoid creating the same challenges in future hiring. We also address the personal growth needed from senior leaders to build and maintain healthy staff structures.

### *Key Quotes*

1. AMY: "If you're feeling like you're staffing to gaps instead of staffing to a strategy, that's an indication that you might not have a plan."
2. SEAN: "Sometimes, you have a staff member who used to knock it out of the park in their role, but as the church has grown, the needs of their role have outgrown their personal leadership."
3. AMY: "Reactive hiring creates this tangle in your organization, and you can get a knot that is very difficult to undo. So the solution is to get to a place where you can respond, not react."
4. SEAN: "These people can feel like our family, so navigating staffing issues can be really difficult to do on your own."
5. AMY: "We don't want to burn out our superstars. We want to keep them in their lane."

### *Self-Assessment: How Are We Doing?*

1. Thinking about your leaders and their current roles, how would you rank each one in the following categories: competence, character, chemistry and leadership capacity?
2. Now, consider your current structure or how your ministry is organized. Do you have the right leadership roles?
3. Based on the two assessments above, does your team have the right leaders to fill the specific roles you need?

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