

7. Have you ever experienced a situation in your team relationship when, though there was no outward conflict, there was tension because of unexpressed irritation? If yes, please explain. Yes 39

No 11

Examples of answers from team leaders:

Our youth pastor's wife felt there was inequality with the number of hours the husbands were away from their families. (It quickly surfaced and was taken care of.)

Usually this happens where we lack the time to deal in depth with those unexpressed irritations.

Usually over small things.

Some members are more frugal in the use of money than others. Its more a minor conflict.

Sometimes disagreements because of some basic convictions on policies have caused tension, but we have recognized this and submitted it to the Lord.

Probably due to the lack of a job description.

Over differences of opinion.

Only for a brief time until misunderstanding was cleared up.

Assistants resent having to submit when they disagree.

A lack of interest in what was going on in one of the areas of ministry.

When he did not do something I wanted done or delayed doing something. Also vast differences in educational backgrounds resulted in lack of common interests.

Examples of answers from team subordinates:

Personality and conceptual differences (theological, etc.).

Difficult for associate to express frustrations and confusions to senior pastor--not open or responsive.

When another team member was unfairly critical of me.

Due to a policy decision by the Deacon Board concerning staff working hours--opinions differed on the staff but free expression of feeling in staff meeting and personal conference with senior pastor brought reconciliation after one or two weeks.