



five faders teaching

Artists notice nuance.

- Want to create beauty and express emotion through music, so they have a specific idea for how things feel sonically
- Lots of emotion and passion put into the music, can get wrecked or torqued if things don't sound right

Shepherds consider the individual

- Care for the people
- Will adjust the rehearsal depending on how they read the team as they walk in
- When asking for prayer requests, they'll ask specific things about the team

Priests overflow with simple love and pure devotion to Jesus

- These are the pure worshipers, Marys who "sit at the feet of Jesus"
- Can be prophetic and do warfare through the music
- Is insistent on doing everything to create spaces where people meet God

Educators bring out the best in others

- Want everyone to be well-equipped
- They love the right way of doing things and want you to know how it all fits together
- They'll tell you the story behind the song, the scripture it comes from, and the way it supports (or doesn't support) our theology - they are the theologians
- They'll explain the way the V (5) wants to go to the I (1) in this song and all the behind the scenes music theory that makes this song work

Producers plan to exceed usual limits

- Love to have a well-planned service executed with excellence
- The Organizer, possibly Type-A
- Planned out months in advance



Here's a deeper look at each Fader. (think of faders on a mixer)

Artist

Healthy	Craftsman
Unhealthy	Rock Star
Focus of Attention	Product
Characteristic Value	Beauty and Usefulness
Basic Fear	Sound bad, look bad
Basic Desire	To create beauty, to sound powerful, to express emotion through art
Healthy Sense Of Self	I am creative
Characteristic Ditch	Perfectionistic
Key Defense Mechanism	Contempt
Hidden Complaint	Church music must regain its prominence in the world of art
Favorite Music	Some Indie thing we've never heard of
How to get along with me	<ul style="list-style-type: none">○ Show up with your parts learned○ Ask me if what you just sang/played felt musical○ Listen and respond to each other in the band musically○ Act like a pro - work hard to create beauty○ Get better at your own craft○ Always bring your personal best○ Ask for my feedback when you're mixing the band○ Take musical risks and direction

Shepherd

Healthy	Pastor
Unhealthy	Gatekeeper
Focus of Attention	People
Characteristic Value	Unity and Belonging
Basic Fear	Hurt people, let people down
Basic Desire	To be together, to be a family/community, to share life
Healthy Sense Of Self	I am a safe place
Characteristic Ditch	Oversensitive
Key Defense Mechanism	Mistrust
Hidden Complaint	Why can't we all just get along
Favorite Music	Vineyard
How to get along with me	<ul style="list-style-type: none">○ Open up to me, let me care for you○ Care for the folks on our team○ Look to me for spiritual guidance○ Let's hang out. Really!

Priest

Healthy	Prophet
Unhealthy	Judge & Jury
Focus of Attention	Presence
Characteristic Value	Devotion and Depth
Basic Fear	Miss God, go through the motions
Basic Desire	To be with God, to linger in God's transforming presence
Healthy Sense Of Self	I am wholly given to Another
Characteristic Ditch	Judgmental
Key Defense Mechanism	Isolation
Hidden Complaint	All this stuff, this technology...just gets in the way
Favorite Music	Maverick City
How to get along with me	<ul style="list-style-type: none">○ Nurture your own worshiping life at home○ Always sing if you're up front, especially if you're playing an instrument○ Open your heart fully every time we lead○ Flow with me when we go off script○ Learn to play and sing prophetically

Educator

Healthy	Mentor
Unhealthy	Know-It-All
Focus of Attention	Principles
Characteristic Value	Wisdom and Capability
Basic Fear	Be wrong, miss the point
Basic Desire	To bring out the best in others, to be fully equipped
Healthy Sense Of Self	I am wise
Characteristic Ditch	Lecturing
Key Defense Mechanism	Debate
Hidden Complaint	If you just knew what you were doing, this would go better
Favorite Music	Sovereign Grace (or just hymns)
How to get along with me	<ul style="list-style-type: none">○ Look for mentoring opportunities on the team○ Ask me to explain it to you, to tell you how something works○ Ask me where it's found in scripture○ Look to me for insight○ Show up when I schedule a training event

Producer

Healthy	Architect
Unhealthy	Dictator
Focus of Attention	Process
Characteristic Value	Excellence and Transcendence
Basic Fear	Look incompetent, miss the mark
Basic Desire	To pull it off well, to be intention in planning and performance
Healthy Sense Of Self	I am prepared
Characteristic Ditch	Micromanaging
Key Defense Mechanism	Control
Hidden Complaint	Flying by the seat of your pants = just filling your pants...grow up
Favorite Music	Elevation
How to get along with me	<ul style="list-style-type: none">○ RESPOND TO THE PCO EMAIL!!!! (please)○ Stay on schedule, remain in your allotted time○ Show up when you said you would. Preferably early.○ Offer to help

There are three main ideas about the Five Faders.

ONE

Awareness of who you are is the only way to be the best version of yourself. Knowing what motivates you is the key to becoming the best you. If you don't know, you'll likely be on the unhealthy side of your fader.

TWO

Your team is healthiest when you VALUE what each fader brings. It's easy to see that a team full of all five faders would be a beautiful thing. In the spirit of honor, we want to learn how to celebrate people's unique gifts and express how they bring something helpful to the team that complements what you bring.

THREE

We ALL have EVERY Fader AND the Faders are NOT static, they are not locked.

You MUST develop the skills required to adjust your faders so that you are appropriately balanced. This does NOT mean that they are all set to the same level. Music that's mixed that way doesn't sound good either. The question to ask is: **What does LOVE require of me in this moment?**

You can take a short quiz to help you figure out which fader you are at bit.ly/fadersquiz (thanks Renee Marshall for making this quiz!!)

Questions for discussion:

1. What surprises you about the other faders? What questions do you want to ask them?
2. What is one step you can take in becoming a healthier version of your highest fader?
3. Find someone who's highest fader is your lowest fader and ask them how they prepare, rehearse, and lead.
4. Find someone who's highest fader is also your highest fader and ask them how they prepare, rehearse, and lead.
5. What fader do you think your church has as its highest? Lowest?
6. What happens at rehearsal that makes you feel ready to go into Sunday as an Artist? Shepherd? Priest? Educator? Producer?
7. What happens on Sunday morning that makes you feel you worshipped, led in worship, helped others to worship as an Artist? Shepherd? Priest? Educator? Producer?

Assignment

1. Take your highest Fader and rate yourself 10 = resourceful, integrated, and healthy to 1 = unresourceful, disintegrated, unhealthy.
2. What would be one way you could become a better version of yourself? Is there something keeping you from doing this?
3. Take your lowest Fader. Think of someone who might have your lowest Fader as their highest Fader. Ask them to talk about how they approach one particular role (prep, rehearsal, leading, etc.) Then next time you do that, try and exercise that Fader in that way.

You can jump start that process by signing up for a year of coaching with us where we'll walk you through this Framework in your context. We'll teach you how your Fader type best does the things that we all have to do:

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|------------------------|-----------------------------|----------------------------|
| ↳ Choose songs | ↳ Lead worship | ↳ Engage the congregation |
| ↳ Schedule musicians | ↳ Build Community | ↳ Interact with the staff |
| ↳ Audition and recruit | ↳ Disciple the team | ↳ Interact with the pastor |
| ↳ Plan a rehearsal | ↳ Disciple the congregation | ↳ Increase excellence |
| ↳ Lead a rehearsal | | |
| ↳ Plan a service | | |

We'd really love to be able to walk alongside you in this journey! Reach out at info@adlibmusic.com, www.AdLibMusic.com, or by calling/texting (717) 468-6428.