

5 Voices vs. the Council Model

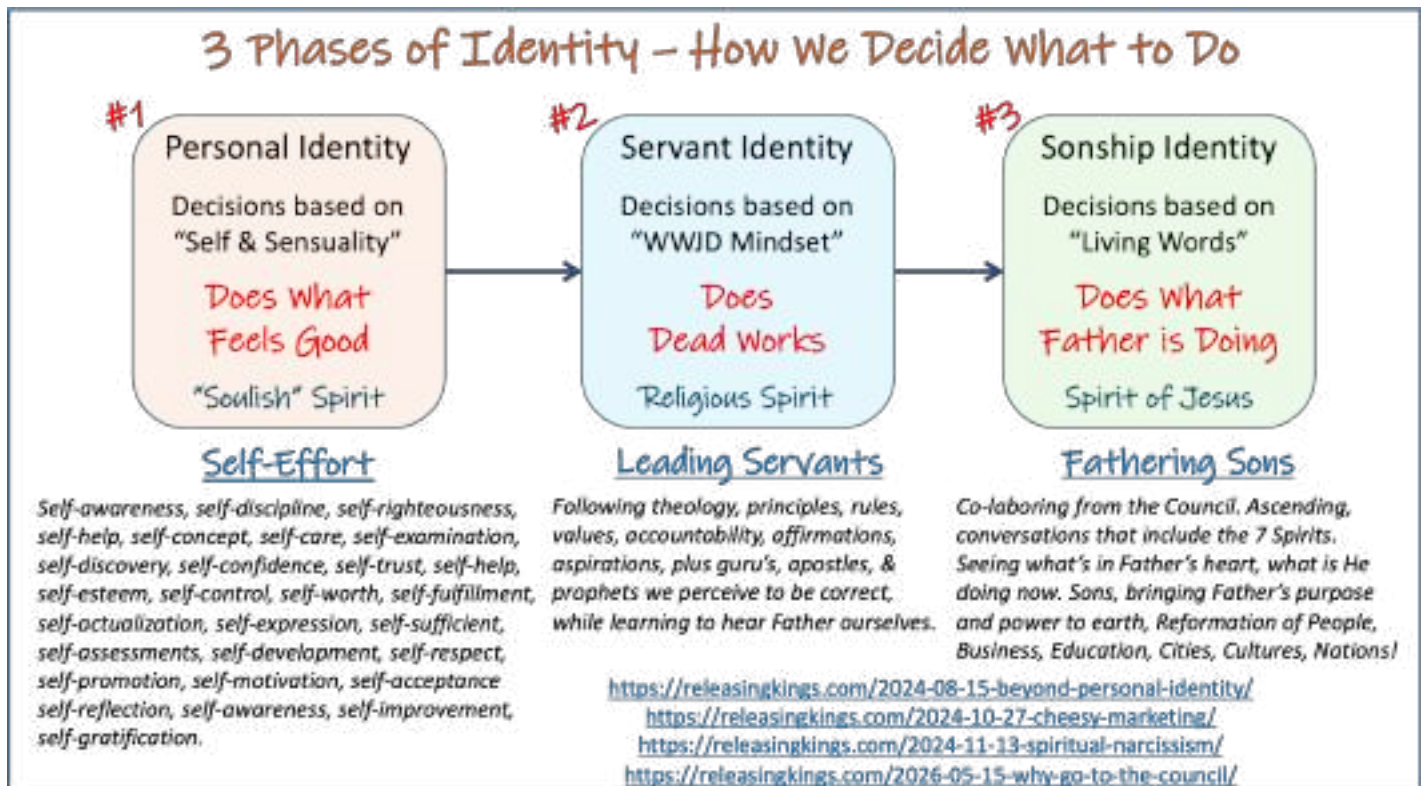
Complimentary or Competing?

Two frameworks for how a person grows — one built to move a team member from incompetence to mastery, the other built to move a son from orphan-hearing to Council-hearing. They aren't opposites so much as operating at different depths of the same problem, and it's worth being precise about where they actually meet and where they don't.

The Development Square and the Council Model can look like competing approaches to personal development (secular vs Spiritual), but they are really addressing different dimensions of growth. The Council model emphasizes hearing Father. But an Ecclesia also has to become good at hearing one another... respecting personalities “and” discerning prophetic identity and purpose.

- The Development Square is a practical tool for developing competence—learning how to do something well and eventually helping others do it. A diagnostic can tell me something useful about how I presently behave. It cannot tell me who Father says I am.
- The Council addresses Sonship—Identity, Story, Purpose, Strategy, Tactics, Heritage, Courage, Clarity, and Culture through conversations with Father, Jesus, and the seven Spirits. The danger begins when a useful diagnostic for *how I function* becomes an authority for *who I am, why I am here, or where Father is leading me*.

5 Voices can help address that horizontal hearing problem from a personality perspective. Council addresses the vertical hearing problem. Horizontal hearing is most improved when we can prophetically hear one another's purpose. Hearing one another is superseded by what Father is saying (Jn 12:49) and doing (Jn 5:19) – Our highest business priority is putting His Kingdom first.



The 5-Voices Model

From Kubicek and Cockram's *The Voice-Driven Leader* (2025), the Development Square is a four-stage model for growing any competency, mapped onto Maslow's ladder of competence (unconscious incompetence → unconscious competence):

- Foundation — basic exposure, high direction needed
- Immersion — conscious incompetence, practicing under guidance, high support and high challenge
- Empowerment — conscious competence, autonomy granted, support tapers
- Multiplication — unconscious competence, now capable of reproducing the skill in someone else

The book names two hazards along the way: the Pit of Despair (confidence collapses mid-Immersion, when the gap between trying and mastering feels widest) and the Green Room (comfortable mastery that never converts into multiplying others — competence becomes a plateau instead of a launchpad).

The Council Model

Nine conversations — with Father, Jesus, and the seven Spirits of Isaiah 11:2 — available to a son at any time, in any order. Growth here isn't staged or measured by a human authority; it's revealed. A son begins already accepted, not on probation working toward acceptance, and what develops over time is fluency in hearing and sharing the Father's heart rather than qualification for a next level. The fruit that results (Gal 5:22-23) isn't manufactured through practice reps — it's grown, the way a branch bears fruit simply by staying connected to the vine.



The Contrast

	Development Square	Council Model
What grows	Competence — a skill, moved from unconscious incompetence to unconscious mastery	Identity — a son's capacity to hear and share the Father's heart
Mechanism	Leader-calibrated support/challenge, staged and sequential	Direct encounter/hearing — nine conversations, available in any order, any time
Who drives it	The leader diagnoses the stage and dispenses the right ratio	The Council member speaks; the son's job is to listen, not perform
Starting point	Incompetence — you begin lacking something and earn your way up	Sonship — you begin already accepted; growth is in fluency, not qualification
The stuck place	The Green Room — comfortable competence that stalls short of multiplying	The servant's sacrifice/vacation cycle — comfortable compliance that stalls short of hearing
Endpoint	Multiplication — reproducing a skill in someone else	Fruit — the natural byproduct of intimacy, not a skill transferred but a life shared
Governing category	Still fundamentally a servant framework — well-designed, evidence-based (Maslow, situational leadership), but growth is staged, measured, and dispensed by a human authority	A Sonship framework — growth is revealed, not staged; there's no human gatekeeper deciding when you're ready for the next conversation

The Real Point of Contact

The two aren't opposites so much as operating at different depths of the same problem. The Development Square's best insight — that leaders default to their own voice and unintentionally silence people who need something different — is a genuine, useful diagnostic on the horizontal plane. It's basically naming, in secular management language, that most leadership failure is a hearing failure. That's worth respecting; it's not nothing.

But notice what it can't do: it has no mechanism for the Green Room except another stage, another skill, another square. There's no room in the model for a son who's already complete and simply needs to hear — competence never stops being the currency. That's the tell that it's still Law-shaped: it's a very good rule system, built by careful people, but a rule system nonetheless. The Council model doesn't compete with it on its own turf (skill acquisition); it answers a different question entirely — not “how do I get better at this” but “whose voice already qualifies me,” which is the thing no amount of Foundation-Immersion-Empowerment-Multiplication cycling can reach.

Practically: the Development Square is a fine tool for behavior — training someone into a new competency on a team. It's the wrong tool for identity — and using it there just produces a more sophisticated version of the servant's bargain, sacrifice with better feedback loops instead of grace.

Where They Can Work Together

Rather than treating these as competitors, the more useful move is to stack them: let the Council do the work only it can do — establishing identity, silencing accusation, producing fruit that doesn't have to be manufactured — and let the Five Voices do the work it's actually good at: giving that fruit a vocabulary for how it shows up in a room. A Guardian who's been heard in the Council carries peace differently than a Connector who has — same fruit, different expression. Five Voices names that difference; it was never going to be able to produce the fruit itself.

- As a coaching layer, not a replacement — add a Voice line to Purpose Profile documents alongside calling and identity content, so natural communication style is tracked without being mistaken for the source of the calling.
- As a staffing lens — layer Five Voices onto purpose-aligned job descriptions (as with the Justice Bank roles) to flag natural fit for a seat, while purpose alignment still governs the actual hire.
- As a bridge, not a floor — “being heard” is Five Voices' whole pitch, and it's a real point of contact with the deeper need every orphan-hearted person has: to be heard by the Father. For someone who resonates with team/communication language before they resonate with theological language, Five Voices can be the door — as long as the conversation doesn't stop there.

The caution runs the other way too: if Five Voices ever becomes the ceiling of a coaching conversation — the final word on why someone leads the way they lead — it quietly re-imports the servant framework this whole contrast is naming, just with better vocabulary. It's an excellent behavioral layer. It was never meant to carry identity.

When 5 Voices is sold, what need or fear is it activating, manipulating, Leveraging?

Looking at how GiANT actually talks about the tool — their own marketing copy, podcast appearances by Kubicek and Cockram, affiliate content — a fairly consistent emotional architecture shows up. Worth being precise that this is standard corporate-training marketing psychology, not unique to GiANT or necessarily cynical on their part — but naming it clearly is useful for your purposes.

1. The fear of being unheard / insignificant

This is the primary lever, and it's explicit in their own messaging: "82% of team members often feel misunderstood and undervalued." That's not incidental — it's the opening wound the whole pitch is built on. Everyone has felt overlooked in a meeting, talked over, or misread by a spouse or boss. Naming that pain first and attaching a number to it activates a very old, very real fear: *I don't matter here*. The tool then offers itself as the fix — not "we'll teach you a skill" but "we'll make sure you're finally heard."

Where this connects to your own framework

This is genuinely the same emotional architecture you named in the "Law to Life" piece, just moved from addiction recovery to corporate leadership: name a real ache (being unseen, being misunderstood, relational failure), then offer a system — rules, categories, a codified language — as the fix, rather than an encounter. It's not dishonest, and the ache is real. But it's worth noticing that the entire sales structure is built to **resolve the fear of being unheard by other people, using a technique, rather than pointing underneath that fear to the deeper one it's often standing in for — never having been heard by the Father in the first place**. That's not a knock on GiANT's ethics; it's just the ceiling of what a behavioral tool, marketed well, can actually reach.

My fear of not being heard as a leader vs. hearing what is in other hearts!!!



Question - Don't most people view their voice being heard as recognition of their identity? Isn't 5 Voices really a secular substitute for true spiritual identity. Everyone needs identity, secularists only have a work environment to find one. 5 Voices seems like a secular rabbit trail.

Yes to the first part, essentially yes with one sharpening to the second.

On recognition and identity — this isn't just intuitive, it's well-established theory. Hegel's master-slave dialectic argued that self-consciousness itself is impossible without being recognized by another consciousness — you don't just *feel* more real when seen, your sense of self is actually constituted through that recognition. Axel Honneth built an entire theory of justice on this (*The Struggle for Recognition*): he argues humans have three layers of recognition-need — love/care (family), rights (law), and esteem (contribution/achievement) — and that psychological damage follows specifically from *disrespect*, not just material deprivation. Charles Taylor's "politics of recognition" makes the same case culturally: identity is dialogical, not monological — we don't form a self in isolation and then present it to others; we form it *through* being addressed, contradicted, and affirmed by others. So "being heard = my identity is real" isn't a stretch. It's close to the mainstream view in that literature.

On 5 Voices as secular substitute — largely right, with one precision worth making. There's a well-documented phenomenon sociologists call "workism" (Derek Thompson coined the term in 2019, but the underlying observation goes back further — Robert Bellah's *Habits of the Heart*, Putnam's *Bowling Alone*): as church attendance, civic associations, and extended family proximity have all declined in the West, the workplace has become one of the last remaining dense, regular, face-to-face communities most adults belong to. When that's true, of course a tool promising "you'll finally be seen and understood here" is going to land as more than a management technique — it's filling real estate that religion, kinship, and community used to occupy. Durkheim called the shift toward the individual and their achievements a "cult" in the literal sense — a site where a culture locates its sacred meaning. For a lot of secular professionals, competence and being well-regarded at work *is* the closest thing they have to a doctrine of who they are.

Where I'd sharpen rather than fully agree: I don't think 5 Voices is *inherently* a rabbit trail — as a modest, fairly honest behavioral tool, it's not claiming to answer, "who am I ultimately." The rabbit trail happens specifically because of the vacancy it's dropped into. In a culture with no other candidate offering identity, a tool that only ever intended to describe how you communicate gets promoted — by the market, by the user's own hunger, not necessarily by GiANT's actual claims — into answering a question it was never built to carry. That's a subtler and, I think, more useful diagnosis than "it's secular, therefore it's a distraction": the danger isn't secularity itself, it's a vacuum with only one tenant available to fill it.

Which is exactly what your own graphic on that page already says better than I can — "Listening to My Human Spirit" (my stories, my status, my desires, my opinions) versus "Listening to Father's Heart." That's the whole argument in one image: the human spirit's hunger to be heard is real and legitimate, but it was built to be satisfied by the Father's voice, not by a communication framework. 5 Voices can meet the horizontal echo of that need. It was never going to be able to meet the need itself.

Are secular personality diagnostics in business (like 5-Voices) revealing God's design that we should respect or revealing carnal tendencies we should monitor?

Both — and I think the diagnostic itself can't tell you which, which is actually the important part.

The case for "God's design"

Scripture is comfortable with the idea that temperament itself is part of creation, not fall. "I formed you in the womb" (Jer 1:5), "fearfully and wonderfully made" (Ps 139:13-14) — these aren't just about physical bodies, they carry the sense of a person shaped on purpose before any sin entered the picture. And 1 Corinthians 12 and Romans 12 both describe a body with *permanently different parts* — not everyone called to be an eye, not everyone called to be a hand — and treat that variety as the Spirit's own design, not a defect to be sanded down into uniformity. You can see this play out narratively too: Peter, John, Paul, and Barnabas are wildly different temperaments, all genuinely used by God, none of them flattened into the same personality on the way to usefulness. So there's real theological room to say: yes, some people are wired more relational, some more visionary, some more careful — and that wiring is a gift, not a wound.

The case for "carnal tendency to monitor"

But notice what Five Voices' own book admits about itself: it names hazards — the Pit of Despair, the Green Room — that are really just named defense mechanisms. And that's true of most secular personality diagnostics, not just this one: *the Enneagram is explicit that each of its nine types is a core fear wearing a coping strategy.* These tools are, in large part, measuring adaptations — patterns a person built because they weren't heard, weren't safe, weren't affirmed, and had to find a strategy that worked. That's not design. That's armor.

Why the diagnostic can't distinguish the two — and what can

Here's the actual problem: a snapshot of current behavior doesn't come labeled with its origin. A highly accommodating "Nurturer" pattern could be a Spirit-led gift of compassion, or it could be fear-driven people-pleasing from someone who learned early that being needed was the only safe way to be loved. Those two things can produce *identical observable behavior* while coming from opposite places — one from identity, one from wound. Five Voices, MBTI, the Enneagram — none of them can tell the difference, because they're all reading the surface, not the root.

What can tell the difference is the test your own framework already gives you: fruit, not type. Galatians 5 hands you two lists side by side — works of the flesh and fruit of the Spirit — and the same trait can show up as an entry on either list depending on what's actually driving it. A "Guardian" personality can produce wise stewardship (fruit) or anxious control (flesh). A "Pioneer" can produce courageous initiative (fruit) or restless discontent (flesh). The label stays the same; the root doesn't. And you can't get at the root through a diagnostic — you get at it the way the graphic in your document already frames it: by asking whether what's driving the behavior is *my human spirit trying to be heard*, or *Father's heart already expressed through me*.

So, practically: treat the diagnostic as a photograph of current output, worth taking seriously, neither to be baptized wholesale as sacred design nor dismissed wholesale as carnal residue. Then bring the specific trait into the Council and ask the one question the tool itself can't answer — *Father, is this Yours in me, or is this what I built because I wasn't sure You'd come through?* That's not a compromise between the two options you posed. It's the reason a behavioral tool was never going to be able to settle the question on its own — it wasn't built to reach the root, only to describe the branch.

Re: A "Guardian" personality can produce wise stewardship (fruit) or anxious control (flesh). A "Pioneer" can produce courageous initiative (fruit) or restless discontent (flesh).
List the flesh or fruit roots of the five 5-voice types.

Voice	Fruit-rooted (Spirit-secure)	Flesh-rooted (fear-driven)
Nurturer Pastor	Genuine compassion, patient long-suffering, selfless service that flows from being filled	People-pleasing, conflict avoidance, martyrdom/self-neglect for approval, enabling instead of truly helping
Creative Prophet	Spirit-inspired vision, joyful imagination, faith to see what isn't yet (Eph 2:10 — "good works prepared beforehand")	Restlessness with the mundane, envy of others' spotlight, self-promotion, chasing novelty to feel significant
Guardian Teacher	Wise stewardship, faithfulness, diligent protection of what's entrusted	Anxious control, rigidity, legalism, distrust of others' judgment
Connector Evangelist	Love that binds a body together, hospitality, joy in reconciling people	Approval-seeking, superficial relating that avoids depth, gossip/triangulating to stay "in the loop"
Pioneer Apostle	Courageous initiative, faith-filled boldness, catalytic leadership that serves the mission	Impatience, pride, disregard for those left behind, restless discontent — never satisfied with "enough"

A few notes on using this well:

The behavior alone won't tell you which column you're in. A Guardian holding a firm boundary and a Guardian gripping out of fear can look identical from the outside — timing, tone, and outcome are the same. The only real diagnostic is the internal one: *is this coming from something I trust Father with, or something I'm afraid will fall apart if I let go?*

Every voice's flesh expression is really just its fruit expression, minus security. Nurturer's compassion becomes people-pleasing when the nurturer isn't sure they're loved apart from being needed. Pioneer's boldness becomes restlessness when the pioneer isn't sure they matter apart from being first. Same raw material, same wiring — the flesh column isn't a different personality, it's the same personality running on self-supply instead of on the Father's voice.

This is also why "which voice is more spiritual" is the wrong question to ask of the list. All five have a flesh column and a fruit column; none of the five is safer or more carnal by nature. The variable that matters isn't which voice someone is — it's whether that voice has been heard by Father or is still trying to get heard by everyone else.

Gal 5:24 – *And those who belong to Christ Jesus have crucified the flesh with its passions and desires.*
25) *If we live by the Spirit, let us also keep in step with the Spirit.*

In 3:6 – *That which is born of the flesh is flesh, and that which is born of the Spirit is spirit.*

Rom 7:5 – *For when we were in the realm of the flesh, the sinful passions aroused by the law were at work in us, so that we bore fruit for death.*

6) *But now, by dying to what once bound us, we have been released from the law so that we serve in the new way of the Spirit, and not in the old way of the written code*

Can the 5-Voice four stages of maturity be similarly explained? in a table?

Stage	Fruit-rooted (Spirit-secure)	Flesh-rooted (fear-driven)
Foundation (basic exposure, high direction)	Teachable humility — security as a beginner, comfortable being directed because identity isn't riding on competence yet	Shame-driven inadequacy — comparison to others further along, performance anxiety at being watched, feeling exposed by not-knowing
Immersion (practicing under guidance, high support + high challenge)	Perseverance through the gap — trusting the process and the mentor, resilient because "who I am" isn't threatened by "how badly I'm doing right now"	The Pit of Despair itself — self-condemnation, accusation taking hold when the gap between trying and mastering feels widest; quitting, or faking competence to escape exposure
Empowerment (autonomy granted, support tapers)	Confident stewardship — grateful use of new autonomy, generous with credit, secure without needing constant validation	Self-sufficiency and pride — quiet comparison to those still in earlier stages, perfectionism as a cover for "what if I fail without supervision now"
Multiplication (capable of reproducing the skill in someone else)	Generous release — joy when someone surpasses you, legacy-minded, still teachable even at mastery	The Green Room itself — hoarding competence for identity security ("if I give this away, who am I?"), comfort that resists being surpassed, complacency

A couple of things worth noticing once it's laid out this way:

The model already half-admits this. Look at what the Pit of Despair and the Green Room actually are — they're not new categories, they're the flesh column showing up at the two structural transition points (the hardest stretch, and the most comfortable plateau). The book is naming fear-driven collapse without quite calling it that. It just doesn't have anywhere to send you once it's named — its only prescribed remedy is *another stage*, which works for the skill but does nothing for the fear that produced the Pit or the Green Room in the first place.

Fear tends to show up at opposite ends for opposite reasons. At Foundation and Immersion, the flesh is anxious and exposed — "I'm not enough yet." At Empowerment and Multiplication, the flesh flips to guarded and self-protective — "I don't want to risk what I've built." Same root fear (identity tied to performance), expressed as insecurity early and control late. That arc is worth watching for in coaching: someone who white-knuckled their way through Immersion on shame often just relocates that same shame into gatekeeping once they've "arrived," rather than actually resolving it.

And the same diagnostic applies as with the voices themselves — competence alone won't tell you which column someone's in. A masterful Multiplication-stage leader training their replacement, and a masterful leader quietly making sure their replacement never quite gets there, can look almost identical in a status meeting. The only real test is the same one: is this security that's free to be surpassed, or self-supply that's still protecting against a fear no stage of the Square was ever going to resolve.

I view the 5-Voices as anointings that change with the current need or purpose in business. I am not so inflexible that I regard my identity or personality as governing the boundaries of my contribution. In fact, that is a somewhat introverted delusion that can be counterproductive. Sonship is learning to follow the Lamb; get Living Words in the Council that articulate Father's purpose and implement that direction on Earth in Business. Father supplies unique anointings that empower each new endeavor, and I am totally willing and able to co-labor with that anointing for that direction as a Son.

Instead of testing and telling, why not let people volunteer or choose how they want to show up as a son based on co-laboring with Father's purpose?

Five Voices (5-Fold)	<i>When It's Right – All About Father</i> Dynamic anointing released for Father's Purpose (not Static Identity or Personality)	<i>When It's "Off" – All About Me</i> Self-generated Influence → Flesh/Fear/Ego-Driven (In the Absence of Living Words, The Counterfeit)
Guardian (Teacher)	Champion of due diligence, resources, and efficient systems and processes — the explaining/training anointing released when an assignment needs someone to build structure that lets a truth or process hold weight over time.	Anxious control, rigidity, legalism, distrust of others' judgment — building process to manage personal fear of things falling apart rather than structure Father actually asked for.
Nurturer (Shepherd)	Champion of people, relational harmony, and values — the protecting/providing anointing released when an assignment needs someone to hold people steady and keep values from getting run over.	People-pleasing, conflict avoidance, martyrdom/self-neglect for approval — propping people up out of fear of losing relational standing rather than genuine covering released for them.
Connector (Evangelist)	Champion of relational networks, collaboration, and effective communication — the exciting/inviting anointing released when an assignment needs someone to carry a cause to people who haven't caught it yet.	Approval-seeking, superficial relating that avoids depth, gossip/triangulating to stay "in the loop" — rallying people around personal likability instead of an actual word received for them.
Creative (Prophet)	Champion of future ideas, innovation, and organizational integrity — the revealing/reforming anointing released when an assignment needs someone to see what isn't obvious yet and hold the wider vision accountable to something better.	Restlessness with the mundane, envy of others' spotlight, self-promotion — manufacturing "vision" to stay relevant or significant rather than actually seeing what Father is showing.
Pioneer (Apostle)	Champion of strategic vision, results, and problem-solving — the sending/extending anointing released when an assignment needs someone to drive a big-picture solution into reality.	Impatience, pride, disregard for those left behind — pushing the assignment forward on raw drive because waiting on Father's timing feels like losing momentum, restless discontent, never satisfied with "enough."

The load-bearing change is in the verb. The original table said each pairing *is* something ("both are protecting/providing"), which quietly makes the voice a fixed trait a person carries everywhere. This version says each pairing gets *released* for something — the anointing is keyed to the assignment's need, not to a personality or identity a person is stuck inside. Same five categories, same five functions, but now they describe what Father supplies on demand rather than what someone permanently is.

That's a real, biblically grounded distinction, not just a rhetorical one. Bezalel wasn't a "Creative type" — Exodus 31:3 says God filled him with the Spirit specifically for the tabernacle project, skill given for an assignment, not a personality he'd always had. 1 Corinthians 12:11 makes the same point structurally: *"All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines"* — distributed per situation, by the Spirit's determination, not fixed to a person as their lane. Your framing puts Five Voices back in that category: not "which of the five am I," but "which anointing is Father releasing for what He's doing right now, and am I willing to move in it even if it's not my usual one."

The flesh column described a standing tendency someone carries — a nemesis trait to watch for. Under your assignment-based premise, it has to mean something narrower — the same function attempted in self-effort instead of received. A Pioneer-in-the-flesh isn't "a Pioneer whose personality has a dark side"; it's someone trying to *generate* apostolic drive on their own strength because they

haven't actually gotten the Living Word for this specific assignment, and pride/impatience fill the gap where the anointing was supposed to be. That keeps the whole table consistent with your thesis: even the failure mode isn't a fixed identity flaw, it's a *counterfeit of the same anointing*, manufactured rather than co-labored — which means the fix is never "manage your personality," it's "go back to the Council and get the actual word for this assignment before moving."

That also quietly answers the exact danger the whole Development-Square-vs-Council document was naming from the start — a diagnostic becoming an authority over identity. Read as fixed type, Five Voices tells you your ceiling. Read as situational anointing, it just names what showed up this time, and leaves you free to show up differently next time the assignment changes. The tool's the same. What it's allowed to claim about you is completely different.

Could the 5-Voices hierarchy shift in a person depending on whether the work or topic was associated with their Kingdom Purpose?

Yes — and I think there's real psychological and biblical support for that, not just a theological hope.

The psychological piece: personality research increasingly distinguishes between trait and state — your baseline wiring is fairly stable, but which trait actually *activates* depends heavily on context. This is called trait activation theory: a "hidden" trait stays dormant until a situation specifically calls for it, then surfaces strongly. Someone who tests as a quiet introvert in daily life can become genuinely commanding the moment they're in a room discussing the one thing they actually care about. Five Voices itself half-admits this when it says everyone carries all five voices, just in a different order — which means the other four aren't absent, they're suppressed or dormant, waiting for the right activation condition.

The theological piece — and I think this is the sharper version of the mechanism: if a voice's *flesh* expression is fear-driven self-protection (per the table above), then **Kingdom Purpose is precisely the thing that removes the fear a suppressed voice was hiding behind**. A natural Guardian who is quietly terrified of visibility might never access Pioneer courage in ordinary life — but put them in the one domain where they know, with certainty, that Father has sent them, and the specific fear that was gating Pioneer expression (what if I'm wrong, what if I'm rejected, what if I fail publicly) has nothing left to attach to. Clarity of calling doesn't rewire someone's foundational voice; it removes the flesh-condition that was suppressing their non-dominant voices, and lets more of the full five show up as fruit rather than staying locked behind fear.

Gideon is the cleanest biblical picture of exactly this. The angel calls him "mighty man of valor" — Pioneer language — while he's hiding in a winepress threshing wheat in secret, which is about as pure a Guardian/self-protective posture as Scripture offers. Same man, same moment. What changes across the rest of the story isn't his personality; it's that the word spoken over his purpose progressively displaces the fear that had him hiding, and the Pioneer voice the angel named becomes observable behavior rather than latent identity. Peter's a related case in reverse — bold, initiating, clearly Pioneer-dominant around the fire with the other disciples on ordinary nights, and then Nurturer-flesh (self-protective denial) the one night his security was actually on the line.

Practically, for your coaching work, this suggests something worth testing directly: have a client take the Five Voices assessment twice — once thinking generally about work/life, and once thinking specifically about the domain they identify as their Kingdom Purpose — and see whether the order shifts. My prediction, based on the above, is less that the *foundational* voice changes (that seems to be the one Five Voices treats as genuinely stable) and more that the *secondary and tertiary* voices reorder — dormant voices climbing the ranking specifically in the calling-zone, because that's where the fear suppressing them has the least grip. That would give you an actual before/after diagnostic showing the Council's effect on the horizontal layer, rather than just asserting it theologically.

Are the 5-Voices, 5-fold really a progression on the way to purpose? for Example:

- 1) is the guardian/teacher just administering the law, living by the rules; a servant?
- 2) Is the Nurturer/shepherd just guarding people from offense, movement?
- 3) Is the creative/prophet catching a glimpse of purpose? that ignites them
- 4) is the connector/evangelist building a team to share the purpose, Ecclesia?
- 5) is the Pioneer/Apostle owning the purpose as a leader to make it happen?

Is maturity for sons and daughters moving into their own purpose defined by Living Words that cause them to come alive and champion what Father has assigned them; ownership, engagement

There's a real pattern here, and it's worth taking seriously — but it needs one correction, or it quietly re-imports exactly what the whole document has been arguing against.

The pattern does show up biblically — as a purpose's lifecycle, not a person's maturity ladder

Stage	Your proposal	Where it shows up
1	Guardian/Teacher — administering the law, faithful servant	Joseph administering Potiphar's house and the prison; Moses raised in Pharaoh's court, then 40 years tending Jethro's flock; Nehemiah faithfully serving as cupbearer
2	Nurturer/Shepherd — guarding people from harm	Moses literally shepherding; David guarding his father's sheep from lions and bears; Nehemiah's grief and fasting over the people's condition
3	Creative/Prophet — catching the glimpse that ignites	Moses at the burning bush; Gideon hearing "mighty man of valor"; Joseph's dreams; David's anointing by Samuel
4	Connector/Evangelist — gathering the team	Moses recruiting Aaron and the elders; David gathering the mighty men at Adullam; Nehemiah organizing the wall-building crews
5	Pioneer/Apostle — owning it, making it happen	Moses leading the Exodus; David as king; Nehemiah as governor completing the wall

That's genuinely there. It's not forced.

But here's the tension worth naming directly

Read as a fixed sequence everyone climbs — Guardian is stage one, Pioneer is the summit — this becomes a five-step version of the Development Square. Same shape: staged, sequential, an implicit ranking where the "early" anointings are less mature than the "later" ones. That's precisely the Law-shaped structure the whole comparison document was built to expose. It would mean a Guardian is just an unignited Pioneer-in-waiting, and Nurturer/Shepherd people are perpetually one rung below Connector/Evangelist people. That directly contradicts what you established two turns ago — the anointings aren't hierarchical, they're released per assignment, and none of the five is safer, higher, or more mature by nature. If this model stands as written, it un-does that.

Also worth noticing: Joseph's prophetic ignition (the dreams) came *before* his Guardian season, not after — he saw the purpose as a teenager, then spent over a decade faithfully administering someone else's house and someone else's prison before anything else moved. The order isn't fixed even in the examples that fit it best.

The fix: it's the purpose's lifecycle, not the person's rank. Reframe stage-by-stage as *what a given Living Word typically needs at each point in its own unfolding*, available to any son at any point, rather than *rungs a person climbs once and graduates past*:

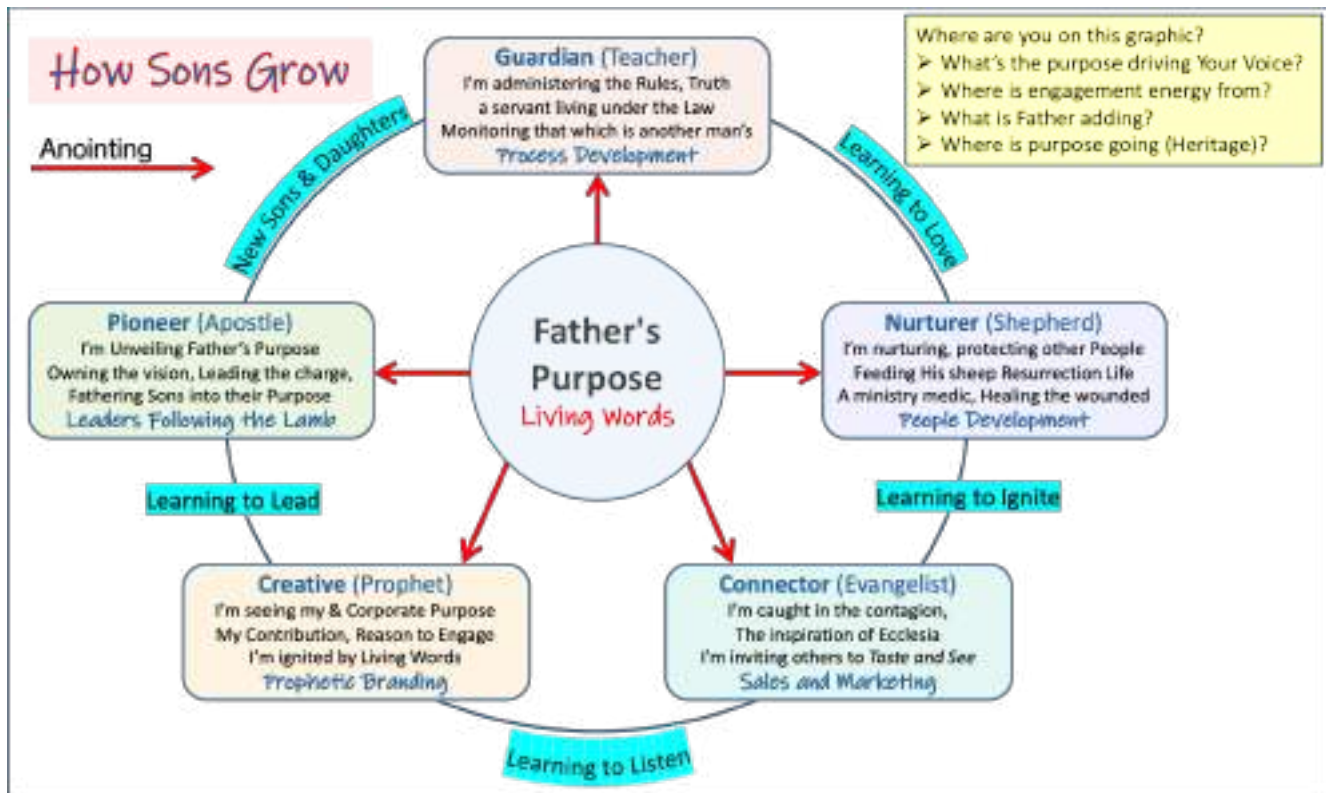
1. **Faithful stewardship in a smaller trust** (Guardian/Teacher) — often in someone *else's* house or assignment, before the purpose is even visible
2. **Protecting what's fragile** (Nurturer/Shepherd) — guarding people, or the seed of the thing itself, before it can survive exposure
3. **The ignition** (Creative/Prophet) — the Living Word that names what's actually being built
4. **Gathering carriers** (Connector/Evangelist) — the purpose can't stay a solo revelation
5. **Full ownership** (Pioneer/Apostle) — walking in what was seen

The difference matters practically: a mature son doesn't "arrive" at Pioneer and retire the other four. Moses at eighty is still shepherding — literally and functionally — the same people he now leads as Apostle. Nehemiah administers (Guardian) the very project he owns (Pioneer) simultaneously; he doesn't stop being a careful steward once he's governor. Maturity is fluency across all five as *this specific purpose* requires it right now, not exit velocity out of the "lower" ones.

Five Voices (5-Fold)	When It's Right – All About Father Dynamic anointing released for Father's Purpose (not Static Identity or Personality)	When It's a Progression Dynamic Purpose & Growing People (Healthy Movement Between)	When It's Working - Roles Personalities Aligned with Purpose (Ecclesia/Team is Shared Purpose)
Guardian (Teacher)	Champion of due diligence, resources, and efficient systems and processes — the explaining/training anointing released when an assignment needs someone to build structure that lets a truth or process hold weight over time	I'm administering the Rules, Truth a servant living under the Law Monitoring that which is another man's	Process Development (CFO) Procedures, Standards, Training, Orientation and Onboarding Quality & Cash Flow
Nurturer (Shepherd)	Champion of people, relational harmony, and values — the protecting/providing anointing released when an assignment needs someone to hold people steady and keep values from getting run over	I'm nurturing, protecting other People Feeding His sheep Resurrection Life A ministry medic, Healing the wounded	People Development Human Resources, Continuing Ed, Mentoring Sons & Daughters Developing their Purpose, 1-On-1's
Connector (Evangelist)	Champion of relational networks, collaboration, and effective communication — the exciting/inviting anointing released when an assignment needs someone to carry a cause to people who haven't caught it yet	I'm caught in the contagion, The inspiration of Ecclesia I'm inviting others to Taste and See	Sales and Marketing Networking clients and Customers Finding New Markets, Better Copy Managing Media, Communications
Creative (Prophet)	Champion of future ideas, innovation, and organizational integrity — the revealing/reforming anointing released when an assignment needs someone to see what isn't obvious yet and hold the wider vision accountable to something better	I'm seeing my & Corporate Purpose My Contribution, Reason to Engage I'm ignited by Living Words	Prophetic Branding (CTO) Capturing the Inspiration & Enthusiasm Creating New Process & Products Innovate better Ways & Means
Pioneer (Apostle)	Champion of strategic vision, results, and problem-solving — the sending/extending anointing released when an assignment needs someone to drive a big-picture solution into reality	I'm Unveiling Father's Purpose Owning the vision, Leading the charge, Fathering Sons into their Purpose	Leaders Following the Lamb Communicating the Vision Managing the Parts Fathering Sons Into Their Purpose

Now the arc reads: administer someone else's affairs (Guardian) → protect and heal others (Nurturer) → get swept into someone else's contagious vision, inviting others in (Connector) → *then* your own purpose ignites (Creative) → own and lead it (Pioneer). That leaves room for a long season of faithfully serving *inside someone else's assignment* before personal ignition ever happens — which is exactly Joseph's arc (steward in Potiphar's house, steward in prison, *then* his own purpose is finally released).

Worth making explicit, because it's already sitting right there in your own wording: "Monitoring that which is another man's" is Luke 16:12 almost verbatim — "*if you have not been faithful in what is another man's, who will give you what is your own?*" — and Creative's line answers it directly: "*I'm catching a glimpse of my own Purpose.*" That's not just a good phrase, it's a citable structural principle: Guardian-as-administering-another's-affairs is the *biblical prerequisite* for Creative-as-receiving-your-own, per Jesus's own teaching. I'd put that verse reference right in the Guardian row — it upgrades an evocative phrase into a load-bearing citation, and it quietly reinforces your non-regimented point too: Luke 16:12 isn't describing a ladder either, it's describing a posture (faithfulness with what isn't yours) that can recur any time you're stewarding someone else's assignment, at any career stage.



Write a blog on how to staff of company around Father's dynamic purpose using people with dynamic personalities. Make two points:

- 1) There is somewhat of a personality progression/maturing per the How Sons Grow graphic:
 - a. the guardian/teacher developing process
 - b. the Nurturer/shepherd developing people
 - c. the connector/evangelist building a team to share the purpose, Ecclesia
 - d. the creative/prophet communicating the brand
 - e. The Pioneer/Apostle owning the purpose as a leader to make it happen
- 2) Purpose aligns personalities around what's needed. The variables are the clarity of corporate and personal purpose. Pioneers have personal and corporate purpose perfectly aligned with Father and can share an exciting vision as a result

Elaborate on the Purpose, personality, and role in concise sections for each of the 5 and use the graphics and attachments as resources.