

## 17b Team Skills Inventory – Walkthrough

*(White board– 25 min. Exercise: Team Skills Questionnaire (one for each participant) – 1 hour)*

**Intro:** When planning a translation project many people will want to be involved. It is important that those in leadership consider whom God has gifted and prepared to do the actual translation. While the whole community may be involved with the translation in many different ways, those who will use the MAST steps to draft and check the new translation will need specific skills. We believe that God has prepared and equipped His people for His work. Those in leadership need to search out people whom God has equipped for the task of translation.

**Ask:** What are some qualities Bible translators need? *(Write their ideas on the white board)*

1. Fluency in the gateway language and their mother tongue
2. For written translations—be able to read and write in both the gateway language and in their mother tongue
3. Have a good reputation within the local church community
4. Have some capability with computer technology—helpful but not necessary

**Ask:** What are some things that people might think are necessary which are not?

1. Have a Bible degree
2. Know how to type and use a computer
3. Have higher education
4. Be older
5. Be a man

**Explain:** Many people may think they are not qualified to be a translator for their community even though they have the basic skills we just discussed. They may feel that they are too young, have never done this type of work before, or cannot do a good job. As discussed in the modules on COBT, we believe that God equips His church to accomplish the work of the ministry including Bible translation. The greatest ability is knowing God personally and having His Spirit.

**Remember:** It is the responsibility of those in leadership to invite qualified translators to the project, encourage them, and create an environment for their success.

- Keep these ideas in mind as you assess potential translators' ability in language and Bible knowledge.
- Choose people who speak both the mother tongue and the source language and who have a good reputation.
- In many language groups the church does not include highly educated people, but Bible translation does not require higher education.
- Translators will work as a team and help each other. They will also grow in their abilities as they translate.

- Leaders are looking for those with a heart for God and His work and have some skill to get started.

### Exercise #1

With this goal in mind, we offer a **questionnaire** to help leaders assess potential translators. This questionnaire is NOT intended to limit community participation in the translation.

**Practice:** Choose two participants, one from the training team who doesn't speak the language and one from their team who does. Use the *Team Skills Questionnaire* with these participants to illustrate how it is useful. After demonstrating, break the larger group into small groups and have them practice using the assessment with each other. (This is not to assess the participants, but to give them the opportunity to use the questionnaire.) After practice discuss their experiences and ask for feedback.

**Ask:** How will the leadership find translators? Who might suggest qualified people? (*pastors in the local community, friends, other Christians*) **Who will assess potential translators?**

**Discuss:** Review how ZPD and scaffolding help in building teams

1. Place translators of similar skill levels in teams together. This helps both the advanced person and the less-advanced translator. Group less-skilled translators with others who are only slightly more advanced than they are. This will provide the support they need to move into working on their own—the “center circle” of the purple ZPD model we saw.
2. Provide “scaffold” for those who need help. For example, choose a shorter, easier passage for them to begin translating.

Be ready to reassess groups and make adjustments to teams as difficulties arise and the project progresses.

**Confirm:** Leaders understand that the *Team Skills Questionnaire* is important in selecting and grouping the translators for the highest rate of success. The leaders understand how to conduct the activity and use the results.