Jesus On Leadership
Becoming A Servant Leader

Whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve. Mark 10:43-45 (NIV)

Christ-Like Leadership

Leadership in the Kingdom of God is different from leadership in the world:

• Life under the lordship of __________________ has different values than life under the lordship of __________________

• Kingdom leaders are people who lead like ________________

• ________________ , not ________________ is the goal of a leader who has Christ as his master.

• True servant leadership begins by __________________ to Jesus as master, and __________________ following His teachings and lifestyle.

• People prefer to follow those who ________________ and ________________ them, not those who ______________________ them.

⇒ When a church chooses to follow a biblical model of servant leadership for all its leaders, God will work in amazing ways through those leaders. G. Gene Wilkes

⇒ True greatness, true leadership, is achieved not by reducing men to one’s service, but in giving oneself in selfless service to them. J. Oswald Sanders
Jesus’ Teachings On Leadership

Down From the Head Table (Luke 14:1,7-11, NKJ)

Now it happened, as He went into the house of one of the rulers of the Pharisees to eat bread on the Sabbath, that they watched Him closely......

So He told a parable to those who were invited, when He noted how they chose the best places, saying to them: "When you are invited by anyone to a wedding feast, do not sit down in the best place, lest one more honorable than you be invited by him; and he who invited you and him come and say to you, 'Give place to this man,' and then you begin with shame to take the lowest place.

But when you are invited, go and sit down in the lowest place, so that when he who invited you comes he may say to you, 'Friend, go up higher.' Then you will have glory in the presence of those who sit at the table with you. For whoever exalts himself will be humbled, and he who humbles himself will be exalted."

• The true place of Christ-like leadership is out in the _____________________, not at the ______________________________

• In too many churches today, the head table has replaced the ________________ and the _______________________ as the symbols of leadership.

Principles of Servant Leadership

1. Servant leaders _______________________ themselves and wait for God to _____________________ them.

⇒ *Humility comes before honor.* Proverbs 15:33 (NIV)

⇒ *All of you be submissive to one another, and be clothed with humility, for "God resists the proud, But gives grace to the humble."* 1Peter 5:5 (NKJ)
An Attitude Like Jesus

Your attitude should be the same as that of Christ Jesus:

Who, being in very nature God,
    did not consider equality with God
    something to be grasped,
    but made Himself nothing,
    taking the very nature of a servant,
    being made in human likeness.
And being found in appearance as a man,
    He humbled himself and became obedient to death --
    even death on a cross!
Therefore, God exalted Him to the highest place
    and gave him the name that is above every name,
    that at the name of Jesus every knee should bow,
    in heaven and on earth and under the earth,
    and every tongue confess that Jesus Christ is Lord,
    to the glory of God the Father.

Philippians 2:5-11 (NIV)

• Jesus _______________________ Himself and  ________ _________________
  humanity in ___________________________ to God.

• We should humble ______________________ and serve _________________ in
  obedience to _______________________

  ⇒ “Minister” is the same word for “servant” as used by Jesus in Mark 10:44
  “Whoever wants to become great among you must be your servant.”

• No one can be a _______________________ without a _________________

• No one can serve _________________

  ⇒ Either he will hate the one and love the other, or he will be devoted to the
    one and despise the other. You cannot serve both God and money. Matthew 6:24 (NIV)
Principles of Servant Leadership

2. Servant leaders ________________________ Jesus rather than seek a ________________________

Attaining Greatness

Read Mark 10:33-45 and then answer the following questions:

1. In your own words, what did James and John ask Jesus? __________________
   ______________________________________________________________________

2. Why did James and John ask this question? ________________________________
   ______________________________________________________________________

3. What was Jesus’ reply? ________________________________________________
   ______________________________________________________________________

4. How did James and John respond to Jesus’ challenge? _____________________
   ______________________________________________________________________

5. What reason did Jesus use to refuse their request? _______________________
   ______________________________________________________________________

6. Why did the other ten disciples become indignant with James and John? _____
   ______________________________________________________________________

7. What does it take to become a great leader? ______________________________
   ______________________________________________________________________

Principles of Servant Leadership

3. Servant leaders give up ________________________ to find greatness
   in ________________________ to others.
Suffering For Jesus

- Any follower of Christ who seeks to ________________________ like Jesus must be willing to ________________________ like Jesus

- ________________________ like Jesus comes before ________________________ with Jesus.

⇒ All who desire to live godly in Christ Jesus will suffer persecution. 2Timothy 3:12 (NKJ)

The Ministry of The Towel

Read John 13:1-3 and answer the following question:

What three things did Jesus know about Himself that gave Him confidence to wash his disciples’ feet?

a) ________________________________________________________________

b) ________________________________________________________________

c) ________________________________________________________________

Principles of Servant Leadership

4. Servant leaders can risk serving others because they ________________________ that God is in ________________________ of their lives.

⇒ And we know that all things work together for good to those who love God, to those who are the called according to His purpose. Romans 8:28 (NKJ)
Read John 13:4-11 and answer the following questions:

1. Why did Peter resist having his feet washed by Jesus? _____________________
   ________________________________________________________________________

2. How did Jesus respond? ____________________________ ________________
   ________________________________________________________________________

3. Why did Jesus want to wash his disciples’ feet?
   a) ________________________________________________________________________
   b) ________________________________________________________________________

Principles of Servant Leadership

5. Servant leaders take up the _________________ of servanthood in order to meet the ________________ of others.

   • Meeting needs does not necessarily mean ___________________________ to people’s wishes.

   • Leaders must sometimes _________________________ a need before meeting it.

   • Your greatest test of servant leadership is to wash the feet of those you know will __________________________ you.

Read John 13:12-17 and answer the following questions:

1. After acknowledging Himself as Teacher and Lord, what did Jesus tell the disciples to do? ____________________________________________ ________

2. What principle did Jesus state about servant-master relationships? __________
   ________________________________________________________________________

3. What promise did Jesus make at the end of His lesson? ___________________
   ________________________________________________________________________
Sharing Responsibility and Authority

After Christ ascended to heaven, He poured out His Spirit on His people at Pentecost. Read Acts 2:42-47 and then answer the following questions:

1. After being baptized by the Holy Spirit, what did the three thousand new believers devote themselves to? _____________________________ ______________
   _____________________________________________________ _____________

2. What did the apostles do? _________________________ __________________
   _____________________________________________________ _____________

3. What kept the new believers together? _____________ __________________
   _____________________________________________________ _____________

As the church grew, its needs grew. People were grumbling, which sometimes means that there is a need to address. Read Acts 6:1-6 to see how the apostles met the need and then answer the following question:

1. What three things did the twelve apostles do to meet the widows’ needs?
   a) ________________________________________________ ______________
   b) ________________________________________________ ______________
   c) ________________________________________________ ______________

2. What did the apostles see as their primary role? __________________________
   _____________________________________________________ _____________

Principles of Servant Leadership

6. Servant leaders _________________ their responsibility and authority with others to meet the needs of the flock.

⇒ Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit. Matthew 28:19
The Lesson of Moses

After the Exodus, Moses was responsible for leading the people of Israel to the Promised Land. One of Moses’ responsibilities was to make decisions regarding disputes between the people. Since there were millions of people, Moses sat from morning to evening settling arguments.

Read Exodus 18:17-27 to see how Moses’ father-in-law Jethro solved this problem and then answer the following questions:

1. What was Jethro’s observation about how Moses was leading the people? __________

2. What three suggestions did Jethro make to enable Moses to carry out his responsibility as a leader and meet the people’s needs?
   a) _______________________________________________________________________
   b) _______________________________________________________________________
   c) _______________________________________________________________________

3. What did Jethro say the results of his recommendation would be? ________________

Principles of Servant Leadership

7. Servant leaders ______________________ the impact of their leadership by ____________ others to lead.
   • **Owning responsibility** for a task does not mean that ________________ can or should do the job.
     
     ⇒ **Jesus multiplied His leadership** by empowering His disciples with the Holy Spirit (Acts 1:8)
Review:

Principles of Servant Leadership

1. Servant leaders __________________ themselves and wait for God to __________________ them.

2. Servant leaders ______________________ Jesus rather than seek a ______________________

3. Servant leaders give up ______________________ to find greatness in ________________ to others.

4. Servant leaders can risk serving others because they ________________ that God is in ________________ of their lives.

5. Servant leaders take up the ________________ of servanthood in order to meet the ________________ of others.

6. Servant leaders __________________ their responsibility and authority with others to meet the needs of the flock.

7. Servant leaders _____________________ the impact of their leadership by ________________ others to lead.
Servant Leaders Are Leaders Who S.E.R.V.E.

**World View of Leadership**

1. The world says you should use all that you are for ________________________

2. The world says you should use your skills and gifts to ________________________

3. The world says that success leads to _________________________________

4. The world says that happiness is the ________________________________ highest goal.

**God’s View of Leadership**

1. God says that He has prepared you for _________________________________

2. God says you should use your skills and gifts to _________________________________

3. God says that serving Him and others leads to _________________________________

4. God says that peace and joy are the ________________________________ highest goal.

**Prepared for Service**

*Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.* 1Peter 4:10 (NIV)

- As a servant leader, we are ________________________________ of God’s grace in this world.

*Surely you have heard about the administration of God’s grace that was given to me for you.* Ephesians 3:2 (NIV)

- As a servant leader, the apostle Paul’s mission as given by God was to ________________________________ to the Gentiles.
Paul’s Outlook on Leadership

Whatever was to my profit, I now consider loss for the sake of Christ.
Philippians 3:7 (NIV)

Paul’s Resume

Read Philippians 3:4-6, Acts 22:3 and Galatians 1:13-14:

In the space below, list Paul’s personal attributes and experiences prior to his miraculous conversion:

________________________________________________________________
________________________________________________________________
________________________________________________________________

Now read 2Corinthians 11:24-27

In the space below, list the ways in which Paul suffered as a direct result of his obedience to Christ in preaching the gospel to the Gentiles:

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

Finally, go back and read Philippians 3:7-8:

Despite suffering many hardships, Paul nonetheless considered that:

1. Everything that came by his ________________________________
   was in the loss column.

2. Everything that came from ________________________________
   was in the profit column.
Prepared To S.E.R.V.E.

In the spaces below, write in what you think were Paul’s particular gifts, experiences, relational style, vocational skills and what got him enthused:

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Developing the Leader Within You

The Key to Success

*Can the blind lead the blind? Will they not both fall into the ditch?* Luke 6:39 (NKJ)

- The key to success in any endeavor is the ability to ____________________ others successfully.

- Everything rises and falls on ______________________________

- The effectiveness of your work will never rise above your ability to __________

- Your ________________________________ skills determine the level of your success

Leadership Can Be Taught

- Leadership is **not** an exclusive club for those who were ______________

- The **traits** that are the raw materials of leadership can be ______________

- Leadership is ____________________, not ___________________________

  ⇒ _____% of leadership skills are gifted, while ______% are developed

- Leadership is ________________ from a leader; therefore, a ________________ of effective leadership is essential

- A __________________ plus __________________ equals growing leadership

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Servant Leadership 13

Lion of Judah PO Box 26747, Prescott Valley, AZ 86312 (928)-775-0083
Leadership versus Management

There is a great deal of confusion over the difference between “leadership” and “management.”

- **Management** is the process of assuring that the __________________ of the organization are _____________________.

- **Leadership** is the process of __________________ people to reach higher levels of performance or to turn a new __________________ into a reality.

⇒ People don’t want to be ____________________________, they want to be ____________________________.

⇒ If you want to manage somebody, manage ____________________________.

5 Differences Between Leadership and Management

1. **Leaders** are __________________ thinkers;
   **Managers** are __________________ oriented.

2. **Leaders** are constantly __________________ beyond their specific objectives;
   **Managers** focus only on the ____________________ of their assigned goals.

3. **Leaders** emphasize __________________ and __________________
   **Managers** emphasize __________________ and __________________

4. **Leaders** have strong ____________________ skills.
   **Managers** rely on ________________________________.
5. Leaders don’t accept ____________________________________________
   Managers don’t accept ____________________________________________
Leader: inspires others to do better work

Manager: assures that the work gets done

Teacher: shows others how to do the work

Laborer: knows how to do the work

Definition of Leadership

There are numerous definitions of leadership -- ask ten different people to define it and you’ll get ten different answers. But what it all boils down to is:

Leadership is _______________________

- Most people define leadership as the ability to achieve a _______________________
- True leaders know that leadership is the ability to obtain _______________________
  ⇒ Both Jesus and Hitler were outstanding leaders although they employed different ______________________ based on different ______________________

Everyone Influences Someone

- Sociologists estimate that even the most introverted individuals will influence ______________________ people during their lifetimes
- Each one of us is constantly influencing ______________________ even as we are being influenced ______________________
- In any given situation within any given group, there is a ______________________ influencer
• The issue is not whether you influence someone but rather ______________ of an influencer will you be?
Five Levels of Leadership

1. **Position**: The position itself confers the __________________________ of authority
   
   - People follow because they __________________________
   
   - Eventually leads to high turnover, low morale

2. **Permission**: Strong __________________________ build a foundation of trust
   
   - People follow because they __________________________
   
   - People will follow you **beyond** your specified authority level

3. **Production**: __________________________ build a strong sense of success
   
   - People follow because of what you’ve __________________________
   
   - People like you and value what you’re doing

4. **Personnel Development**: __________________________ the level of the group by
   __________________________ the people in the group
   
   - People follow because of what you’ve done __________________________
   
   - This level fosters long-term growth

5. **Personhood**: Tremendous __________________________ yields loyal followers
   
   - People follow because of __________________________ and __________________________
   
   - Few make it to this level -- those that do are “bigger than life”
Axioms About the 5 Levels of Leadership

• Each level is __________________ upon the previous level.
  ⇒ If you skip a level without establishing the previous one, you will eventually __________________ back to where you started.

• You never ______________ the lower levels
  ⇒ As __________________, they must be retained and maintained or else they will crumble beneath you.

• The higher you go, the __________________ it is to lead
  ⇒ Each level provides another reason why people will __________________ follow your lead.

• The higher you go, the higher the level of __________________________
  ⇒ In order to reach the next higher level, greater commitment is required of both _______________ and your ____________________.

• The higher you go, the greater the __________________
  ⇒ Effective __________________ becomes easier because people will allow and even assist in making the needed modifications

• You will be on a __________________ level with respect to each follower.
  ⇒ Therefore, you will not be able to have each person __________________ in the same way to your leadership.

• It is essential that you take others within the group of followers with you to __________________ levels of leadership.
  ⇒ Then the __________________ influence of the entire group will be raised.
Level 1: Position
The Door to Leadership

• The position itself confers ____________________, but real leadership is much more than merely having ____________________.

• Positional leaders often lead by ____________________ and depend upon a rigid ________________________.

• People will **not follow** a positional leader ____________________ their defined authority level, only doing what they ________________________.

• The difference between a positional **Boss** and a true **Leader** is:

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• Positional authority approaches don’t work well with ____________________ because they **don’t have to** continue working in the group or organization.

**What to do to be successful at this level:**

1. Know your ________________ thoroughly.

2. Be aware of the ________________ of the organization.

3. Accept ____________________.

4. Do ________________ than expected.

5. Strive for ________________ and ________________.

6. Offer ________________ for improvement.
Level 2: Permission

The Foundation

• This is the most often ______________________ level.

• True leadership begins with the ________________ not the
  ________________

• People don’t care how much you ________________ until they know how
  much you ________________

• You can love people without ________________ them, but you cannot
  truly lead people without ________________ them.

• Permissional leadership is getting people to do work for you when they are not
  ________________ to do so.

• The agenda of the Permissional Leader is not the
  ________________ but people ________________

• Leaders who are unable to build solid, lasting
  ________________ soon discover that they are unable to sustain effective
  ________________

• Relationships are the ________________ that holds the
  ________________ together.

What to do to be successful at this level:

1. Possess and express a genuine ________________ for people.

2. Care for ________________ more than ________________.

3. Help those who work with you to ________________ and be
  ________________

4. Try to view things through ________________ eyes.

5. Seek ________________ in dealing with difficult people.
Level 3: Production
The Growth Stage

• Instead of getting together just to get together, people come together to ______________________ a ______________________.

• Everyone on the team is ________________________.

• Information is freely ________________________.

• _______________ is high and ________________________ is low.

• _______________ are being realized and _______________ are being met.

• _______________ are solved with minimum effort.

• Leadership is ________________________.

What to do to be successful at this level:

1. Develop and follow a statement of _________________ and _________________

2. _________________ the purpose and vision of the organization.

3. Establish _________________ for results, beginning with _______________

4. Make the _________________ decisions that will make a _________________

5. Become an agent of ________________________.

6. Focus on the _________________ of the organization and the _________________ of the people.

7. Keep everyone, including the ________________________, involved at all times in all major decisions.
Level 4: People Development
Superior Performance

- Leaders can only be judged by the ____________________________ of their people.

- Great leaders produce great ____________________________ who produce ____________________________ results.

- Leaders are great not because of their ____________________________ , but because of their ability to ____________________________ and ____________________________ others.

- At this level, the leader’s primary responsibility is to ____________________________ the abilities of others.

- Loyalty to the leader reaches its highest peak when people have personally ____________________________ through the mentorship of the leader.

What to do to be successful at this level:

1. Realize that ____________________________ are your most valuable asset.

2. Make your first priority ____________________________ others.

3. Be a ____________________________ for others to emulate.

4. Expose key leaders to ____________________________ opportunities

5. Attract other ____________________________ and ____________________________ to help accomplish your long-term vision.
Level 5: Personhood
Respect and Adulation

• Only a lifetime of ______________________ leadership enables someone to attain this level.

• The Level 5 leader __________________________ the organization.

• Followers are not only __________________, they are ______________________

• __________________________________ and ______________________________ exhibited these qualities in Biblical times.

⇒ Who do you think has achieved this level in the world today?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

What to do to be successful at this level:

1. Spend __________________________ of leadership at Levels 1-4.

2. Follow the seven principles of ____________________ leadership.

3. ______________________ and _____________________ others into leaders.
4. ______________________ yourself and wait for God to ________________ you.
The Foundation for Successful Leadership

You cannot be **truly** successful without:

- __________________________ as the foundation
  
  ⇒ *This Book of the Law* shall not depart from your mouth, but you shall **meditate on it day and night**, that you may observe **to do** according to all that is written in it. For then you will make your way **prosperous**, and then you will have **good success**. Joshua 1:8

- __________________________ as the focus
  
  ⇒ *If this plan or this work* is of **men**, it will come to **nothing**; but if it is of **God**, you cannot overthrow it. Acts 5:38-39 (NKJ)

  ⇒ And Moses said, “Why are you **disobeying the Lord’s command**? This will **not succeed**! Do not go up, because the Lord is not with you. You will be **defeated by your enemies**.” Numbers 14:41-42 (NIV)

  ⇒ “**Woe to the rebellious children**,” says the Lord, “Who take counsel but not of Me, and who **devise plans**, but not of My Spirit.” Isaiah 30:1 (NKJ)

- __________________________ in your heart
  
  ⇒ **Be obedient** in sincerity of **heart**, as to **Christ**; not with eyeservice, as men-pleasers, but as **bondservants of Christ**, **doing the will of God** from the **heart**, with goodwill **doing service**, as to the **Lord**, and not to men. Ephesians 6:5-8 (NKJ)

  ⇒ **Many are the plans in a man’s heart, but it is the Lord’s purpose that prevails.** Proverbs 19:21 (NIV)

- __________________________ an integral part of everything you do.

  ⇒ *Then the churches throughout all Judea, Galilee, and Samaria had** **peace** and were **edified**. And walking in the **fear of the Lord** and in the **comfort of the Holy Spirit**, they were **multiplied**. Acts 9:31
The Key to Leadership

- The **primary key** to successful leadership is ____________________________

- The **Pareto Principle** tells us that _____% of your priorities will yield ______% of your productivity

### Priorities

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### Productivity

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- If you spend your time on the top 20% of your priorities you will attain 80% of your productivity --- a ________% return on your time (solid line above).

- If you spend your time on the bottom 80% of your priorities you will attain 20% of your productivity --- only a ________% return on your time (dotted line above).
Examples of the Pareto Principle

Time: _____% of our time produces _____% of the results.

Work: _____% of the people do _____% of the work.

Managing: _____% of the people take up _____% of your time.

Leadership: _____% of the people will make _____% of the decisions.

Success: _____% of the people are responsible for _____% of the success.

Application of the Pareto Principle

1. Determine which 20% of the work will yield 80% of the return.
   ⇒ Spend _____% of your time on the _____% top priorities.
   ⇒ Assign others to work on the _____% lowest priorities.

2. Determine which 20% of the people will produce 80% of the work.
   ⇒ Spend _____% of your management time with the top _____% producers
   ⇒ Assign the top workers to do on-the-job training for the other _____%

Organize or Agonize

• It’s not how _______________ you work, it’s how _______________ you work.

• Every person is either an ____________________ or a ____________________ when it comes to planning.

• Decide what __________ and do it; then decide what ____________________ and don’t do it.

• Priorities never ____________________, they continually ____________________ and demand ____________________
Setting Priorities

Place each potential project in one of the following categories:

_______ Importance _______ Urgency:  Tackle these projects first and devote the majority of your time to these.

_______ Importance _______ Urgency:  Set feasible deadlines for completion and work into your daily routine.

_______ Importance _______ Urgency:  Find quick, efficient ways to get this work done and delegate it to a “can do” assistant.

_______ Importance _______ Urgency:  This is usually “busy” or repetitive work. Either don’t do it at all or schedule a small amount of time each week to do it; or assign it to someone else.

Use the Three R’s to Set Priorities

Evaluation of priorities is often not black or white, but many shades of gray. In order to help you set priorities, consider the following questions:

1. ______________________________

   • What is __________________ of you in your position?

   • What needs to be done that only ____________ can do?

   • What tasks can be __________________ to others?
2. ______________________________________
   • Which tasks yield the highest ____________________________?
   • Determine whether your people are being ____________________________
     Abuse: Too ___________ are doing too ___________
     Disuse: Too ___________ are doing too ___________
     Misuse: Too ___________ are doing the ___________ things

3. ______________________________________
   • Are you doing what you do __________________________?
   • Are you doing what you ___________________________ to do?
   • When you are doing something you love to do and do well, it’s not
     ___________. It’s ____________!

Priority Principles

• Too many priorities cause ____________________________

• The art of being wise is the art of knowing what to
  ____________________________

• _____% of achievement is knowing what you want.

• When ______________________ priorities demand too much of us,
  ____________ problems arise.

• ____________________________ is the foundation for survival.

• ____________________________ is the foundation for success.
The Most Important Ingredient of Leadership

• __________________________ is the most important ingredient of leadership

⇒ ....in all things showing yourself to be a pattern of good works; in doctrine showing integrity, reverence, incorruptibility. Titus 2:7 (NKJ)

• Integrity is defined as “the state of being __________________________”

⇒ I [Paul] beseech you to walk worthy of the calling with which you were called, with all lowliness and gentleness, with longsuffering, bearing with one another in love, endeavoring to keep the unity of the Spirit in the bond of peace. Ephesians 4:1-3 (NKJ)

• When you have integrity your ________________ and your ________________ match up.

⇒ You are who you are no matter ________________ you are, ________________ you are doing, or ________________ you are with.

• The lack of integrity leads to a lack of __________________________, which further leads to a lack of __________________________ and __________________________

⇒ “Integrity is a vanishing commodity today; personal standards are crumbling in a world that has taken to hot pursuit of personal pleasure and shortcuts to success.” John Maxwell

• A person with integrity does not have __________________________ loyalties.

⇒ If a kingdom is divided against itself, that kingdom cannot stand. And if a house is divided against itself, that house cannot stand. Mark 3:24-25 (NKJ)

⇒ Seek first the kingdom of God and His righteousness, and all these things shall be added unto you.” Matthew 6:33 (NKJ)
Who You Are

- **Integrity** is not so much what we _______ as much as who we _______

  ⇒ It is **who you are** that determines what you do.

- **Image** is what people __________ we are;
  **Integrity** is what we __________ are.

- If what you say and do are the **same**, the results are ________________

  ⇒ What people __________ they understand;
  What people __________ they believe.

  **You say:**  **You do:**  **They will:**

  “Be on time!”   Arrive late    Arrive late
  Arrive on time Arrive on time

  “Be positive!”  Exhibit a negative attitude Exhibit a negative attitude
  Exhibit a positive attitude

- **Integrity** has high __________________________ value

  ⇒ The more __________ you are, the more
  _______________ people will place in you

- must live by higher ______________________ than followers.

  ⇒ Too many people are ready to assert the __________________________ of
  leadership, but not to assume the __________________________ of
  leadership.

  ⇒ In **servant leadership**, __________ decrease and ________________
  increase as you climb the ladder in an organization.
Integrity versus Image

Use the questions below to determine whether you are an image-builder or an integrity-builder:

Consistency: Are you the same person no matter you who are with? ___Y ___N

Choices: Do you make decisions that are best for others when another decision would benefit you? ____Y ____N

Credit: Are you quick to recognize others for their efforts and contributions to your success? ____Y ____N

- **Integrity** means _____________ it yourself _____________ leading others.

- A charismatic person will ________________ people to a cause, but only ________________ will keep them.

  ⇒ The only way to keep the **goodwill and high esteem** of the people you work with is to ________________ it.

- **Leaders** who are ________________ don’t have to advertise the fact.

  ⇒ It’s ________________ in **everything** they do

- **Integrity** is a product of your _______________________________

  ⇒ “**Integrity** is the glue that holds our way of life together. We must constantly strive to keep our integrity intact.” Rev. Billy Graham

  ⇒ “When **wealth** is lost, nothing is lost; when **health** is lost, something is lost; when **character** is lost, **all is lost**.” Rev. Billy Graham
The Indispensable Quality of Leadership

The indispensable quality that all effective leaders have is a ________________ of what must be accomplished.

⇒ Where there is no vision, the people perish. Proverbs 29:18 (KJV)

- **With vision**, the team is ________________ and ________________ invigorated with a ________________ excitement.

- **Without vision**, ________________ fades, ________________ falls, and ________________ agendas begin to surface.

All great leaders possess two qualities:

- Then know ________________ they are going.

- They are able to ________________ others to follow.

**Four Vision Levels**

1. ________________ never see it.

2. ________________ see it but never pursue it on their own.

3. ________________ see it and pursue it.

4. ________________ see it, pursue it, and impart it to others.

- People do not follow a ________________ -- they follow a ________________ who has a vision and the ability to ________________ it effectively.

⇒ Thanks be to God who always leads us in triumph in Christ, and through us diffuses the fragrance of His knowledge in every place. 2 Corinthians 2:14 (NKJ)
What You See Is What You Get

- We see what we are _______________ to see, not what ________
  ⇒ Your _______________ is the _______________

- What you see represents the _______________ of what you can be.

Successful leaders see on three levels:

1. Recognition: seeing what is now through the eyes of
   _______________________

2. Probability: seeing what will be through the eyes of
   _______________________

3. Possibility: seeing what can be through the eyes of
   _______________________
   • A ______________________ lives only on Level 1
   • A ______________________ lives only on Level 2
   • A ______________________ lives only on Level 3
   ⇒ A ______________________ lives on Level 3, ______________________ on Level 2, and ______________________ on Level 1

Church Leaders Must Also See on a Higher Plane

1. Pray to _______________ for direction and guidance in formulating your vision

2. Look through the eyes of __________________________

3. Listen to the __________________________

4. Read __________________________ for confirmation
Hindrances to Vision-Casting

1. _______________________________ -- lack vision and/or the ability pass it on

2. _______________________________ -- ask Why? instead of Why Not?

3. _______________________________ -- know everything; closed-minded

4. _______________________________ -- are afraid to risk failure

5. _______________________________ -- seek to preserve the status quo

6. _______________________________ -- “that’s the way we always do it here”

7. _______________________________ -- seek to fade into the crowd

8. _______________________________ -- see a problem in every solution

9. _______________________________ -- selfishly live only for themselves

10. _______________________________ -- sow the seeds of pessimism

Setting the Proper Environment

1. Let people see your _______________ before they see your _______________
   • Cultivate trust; build strong relationships

2. _______________ the picture for them -- don’t leave it to chance
   • A leader’s vision allows people to see the heights of their possibilities

3. Put the things people _______________ into the picture
   • As a church leader, cast every vision around God’s Love and God’s Will
Where to Look for Vision

1. Look ____________________ you -- what do you feel?
   • Visions come from an inner __________________________ that must ignite an inner ________________
   • There is a vast difference between a leader with a vision and without a vision:

<table>
<thead>
<tr>
<th>With a vision</th>
<th>Without a vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>_______ little, does _______</td>
<td>_______ much, does _______</td>
</tr>
<tr>
<td>Strength from inner __________</td>
<td>Strength from outward</td>
</tr>
<tr>
<td>__________</td>
<td></td>
</tr>
<tr>
<td>__________ when problems arise</td>
<td>__________ when the road gets difficult</td>
</tr>
</tbody>
</table>

2. Look ____________________ you -- what have you learned?
   • A person without experience sees a vision __________________________
   • The __________________________ of a vision is established by the leader
   • The __________________________ of a vision is determine by the time and effectiveness of its communication.
   • The __________________________ of a vision is determined by the energy and direction it fosters.

3. Look ______________________ you -- what resources are available?
   • The experienced leader is always looking to __________________________ others to make the dream come true.
   • The experienced leader is always __________________________ the vi-
   sion, knowing that excitement is contagious
   • The experienced leader doesn’t hesitate to __________________________ the commit-
   ment levels of those around them to know where everyone stands.
4. Look __________________ you -- what’s happening to others?
   • A __________ idea becomes __________ idea when people are ready
   • The leader who is __________________ with people will be ineffective
   • If we run too far ahead, we lose our power to __________________________

5. Look __________________ of you -- what’s the big picture?
   • Leaders look ______________________ the horizon
   • Leaders are not ________________________ with the “nuts & bolts”
   • Leaders are concerned with the organization’s overall ________________
     (i.e. why it exists and what it should accomplish)

6. Look __________________ you -- what does God expect of you?
   • God’s gift to us is our __________________________ -- our gift to God is what we do with it.
   • Great leaders sense a __________________________, one that lifts them above themselves
   • Great visions are ______________ than the person who dreams them
   • Great visions come from:
     ________________ God and His Will for you
     ________________ the guidance of the Holy Spirit
     ________________ seeds that benefit others
Relating to Others

There are **four basic relational styles** (see pages 38-42 of 302: Personal Ministry)

<table>
<thead>
<tr>
<th>Profile</th>
<th>Type 1</th>
<th>Type 2</th>
<th>Type 3</th>
<th>Type 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personality Puzzle</td>
<td>Choleric</td>
<td>Sanguine</td>
<td>Melancholy</td>
<td>Phlegmatic</td>
</tr>
<tr>
<td>LEAD Inventory</td>
<td>Leader</td>
<td>Expressor</td>
<td>Analyst</td>
<td>Dependable</td>
</tr>
<tr>
<td>DISC</td>
<td>Dominant</td>
<td>Influencing</td>
<td>Cautious</td>
<td>Steady</td>
</tr>
</tbody>
</table>

The following sections assume that you have already determined your personality type. If not, use the two-page handout entitled **Relational Survey (DISC)**.

**Relational Styles**

- Every person has a __________________ relational style.
- Each person has characteristics of all four relational styles, but typically just one of them is ____________________________.
- Each style has its ________________ and ____________________________
- To know your relational style is to know how __________ molded you to serve.
- God can use __________ relational style to serve His purposes.
- Servant leaders must know how they ______________ to others -- as well as how __________________ relate to them.
- Your natural style does not __________________________ determine your behavior in every relationship and situation
• Your **natural style** is not an excuse for __________________________ behavior!
Definition of DISC Styles

**Dominant:** Works toward *achieving goals and results*; the "boss"; Functions best in an *active, challenging* environment.

**Influencing:** Works toward *relating to people* through verbal *persuasion*; Functions best in *friendly, positive* environments.

**Steady:** Works toward *supporting & cooperating* with others; Functions best in *supportive, harmonious* environments.

**Conscientious:** Works toward *doing things right*; focuses on *details*; Functions best in a *structured, orderly* environment

<table>
<thead>
<tr>
<th></th>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dominant</strong></td>
<td>Direct, active, decisive</td>
<td>Too controlling, hates details and hates routine</td>
</tr>
<tr>
<td><strong>Influencing</strong></td>
<td>Gregarious, enthusiastic,</td>
<td>Loses sight of goals, poor follow-through; overlooks details</td>
</tr>
<tr>
<td></td>
<td>extremely flexible</td>
<td></td>
</tr>
<tr>
<td><strong>Steady</strong></td>
<td>Cooperative, deliberate,</td>
<td>Fails to confront, dislikes change, too compromising</td>
</tr>
<tr>
<td></td>
<td>supportive</td>
<td></td>
</tr>
<tr>
<td><strong>Conscientious</strong></td>
<td>Detailed, conscientious,</td>
<td>Inflexible, rigid, indecisive</td>
</tr>
<tr>
<td></td>
<td>cautious</td>
<td></td>
</tr>
</tbody>
</table>

- **Each strength** out of control becomes a ________________________________

- **A weakness** is not an excuse for ________________________________ -- instead, we must learn to ____________________________ our weaknesses.

- The **diversity** of relational styles may produce ____________________, but they provide an important ______________________ that enables us to accomplish what God needs us to do as a ____________________.
# Dominant Choleric Leader

<table>
<thead>
<tr>
<th>Likes &amp; Dislikes</th>
<th>Interaction</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Likes</strong>: Goals, action, results, being in charge, the Big Picture, work is their entertainment</td>
<td><strong>Dominant Leader</strong>: problems if the two leaders are headed in different directions; if not, they validate and support one another; will eventually bump heads and need to know how to work that out.</td>
</tr>
<tr>
<td><strong>Dislikes</strong>: Dormancy, laziness, carefree attitudes, lack of effort and lack of progress</td>
<td><strong>Influencing Expressor</strong>: likes their enthusiasm, but not their disorganization; leader needs to keep their feet on the floor; leader sees expressor as being too emotional, but can use their optimism and gregariousness to sell ideas and projects; leader must avoid being impatient.</td>
</tr>
</tbody>
</table>

**Steady Dependable**: needs the dependable to do the work; lack of decisiveness can be a problem; must sell the dependable on changes in direction, but once sold they become strong supporters; if not, dependables will revert to passiveness and indifference.  

**Conscientious Analyst**: does the job right, but misses deadlines; helps leaders get organized, but can drive the leader crazy with too many details; leader must move the analysts along but avoid being too critical or they will drive an analyst into a defensive shell.  

**Dominant leaders** must, in general:

- Resist the urge to ________________________
- Not jump in new directions too ________________________ too ________________________
- Recognize that there is more to life than ________________________
- Be more ________________________ with their followers
# Influencing Sanguine Expressor

<table>
<thead>
<tr>
<th>Likes &amp; Dislikes</th>
<th>Interaction</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Likes:</strong> To be inspired and fired up; interacting with others; to entertain and be entertained; group activities</td>
<td><strong>Dominant Leader:</strong> Expressors like to work with people who take charge; they like being the team motivator, but they sometimes see leaders as too pushy; leaders need to give expressors deadlines and check often; expressors need to be more straight-forward with leaders.</td>
</tr>
<tr>
<td><strong>Dislikes:</strong> Rules &amp; regulations; paperwork; criticism; methodical jobs; is never satisfied</td>
<td><strong>Influencing Expressor:</strong> There’s a real camaraderie among expressors; they fire each other up; however, together they can become too loud and overbearing; they seldom, though, form close relationships.</td>
</tr>
<tr>
<td><strong>Steady Dependable:</strong> Expressors see dependables as boring; they try to get them fired up and then get annoyed if they won’t cooperate; as a team, the dependable helps the expressor give focused attention to tasks; expressors help dependables make decisions.</td>
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</tr>
<tr>
<td><strong>Conscientious Analyst:</strong> Analysts help expressors to be more precise; however they constantly question everything the expressor says; the expressor likes to “shoot from the hip” which drives the analyst nuts.</td>
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</tbody>
</table>

**Influencing expressors** must, in general:

- Know when to ________________ and when to keep __________________
- Focus more on the __________________________
- Not __________________________ from one topic or one job to another before the first is finished.
- Recognize that they need followers who can ________ the work
Steady Phlegmatic Dependables

<table>
<thead>
<tr>
<th>Likes &amp; Dislikes</th>
<th>Interaction</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Likes:</strong> Acceptance, appreciation, tradition, security, controlled environment, task-oriented.</td>
<td><strong>Dominant Leader:</strong> Dependables like to follow a dominant leader because they know where they’re going; however, dependables don’t like it when the leader suddenly changes direction; leaders often take advantage of dependables and pile the work on.</td>
</tr>
<tr>
<td><strong>Dislikes:</strong> Conflict, rapid change, criticism, multiple tasks, risks, making decisions, the spotlight</td>
<td><strong>Influencing Expressor:</strong> Dependables find expressors to be inspiring; however, they’re cautious about being led astray; they would rather work than talk, even when discussion is necessary; dependables see expressors as superficial; both are “huggers” but expressors are social-oriented, and dependables are people oriented.</td>
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</table>

**Steady Dependable:** Dependables make good work partners, each encouraging the other; as a team, though, neither will take the lead or make decisions until absolutely forced too; they prefer to leave the decision-making to the leader and the selling to the expressor.

**Conscientious Analyst:** Dependables see analysts as too closed-minded and detail oriented; dependables focus on getting the job done on time while analysts want to get the job done right regardless of the deadline; analysts, however, provide the dependable with the order and controlled environment they desire.

**Steady dependables** must, in general:

- Be willing to take more _______________ and make key __________________
- Focus on the ____________________ instead of the individual _____________
• _________________________ more with other team members
• Provide more ______________________ to their followers
### Conscientious Melancholy Analyst

<table>
<thead>
<tr>
<th>Likes &amp; Dislikes</th>
<th>Interaction</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Likes:</strong> Accuracy, organization, research, detailed plans, high standards, rules, authority</td>
<td><strong>Dominant Leader:</strong> Analysts don’t like how leaders change direction and bend the rules; analysts will sacrifice deadlines for accuracy which frustrates leaders; however, analysts help leaders get organized and “toe the line” which often keeps them out of “hot water”</td>
</tr>
<tr>
<td><strong>Dislikes:</strong> Confusion, disorder, lack of details, quick decisions, rapid change, risks, foolishness</td>
<td><strong>Influencing Expressor:</strong> Analysts see expressors as “wishy-washy” and imprecise; expressors, however, help analysts to “loosen up” and have fun; analysts help expressors to focus on the details, while expressors keep analysts motivated when they get down.</td>
</tr>
</tbody>
</table>

**Steady Dependable:** Analysts and dependables work well together; the dependable helps the analyst to be more friendly and encouraging; however, the analyst sees the dependable as gullible.

**Conscientious Analyst:** Analysts work well together and are very supportive of each other -- as long as they can segment the work into separate components; otherwise, they will each try to rearrange what the other has done.

**Conscientious analysts** must, in general:

- Be more ______________________ and ______________________
- Recognize the importance of _______________________
- Not lose sight of the ______________________ for the ______________________
- Be less ______________________ and more ______________________ with their followers
Biblical Models of Leadership Styles

Dominant Leader Relational Style

Apostle Paul:

Read Galatians 2:11-21

- Who was Paul addressing in this passage?
  ________________________________

- What was the overall tone of his message?
  ________________________________

- Was there any room for compromise in his comments?
  ________________________________

Read Acts 15:36-41

- Who did Barnabas want to take with them on Paul’s proposed second missionary journey?
  ________________________________

- Why did Paul refuse to take John Mark with him?
  ________________________________
  ________________________________
  –

- What did Paul decide to do?
  ________________________________
  ________________________________
  –

What characteristics of a Dominant Leader did Paul exhibit in these two examples?

<table>
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<tr>
<th>Strengths</th>
<th>Weaknesses</th>
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</table>

Lion of Judah PO Box 26747, Prescott Valley, AZ 86312 (928)-775-0083
Influencing Expressor Leadership Style

**Barnabas:**

Read Acts 4:36-37

- Why was Joseph called Barnabas?
  __________________________________________

- What other characteristic is revealed about Barnabas in this passage?
  __________
  ________________________________________________________________
  
  Read Acts 9:26-28

- What did the believers in Jerusalem think of Paul (whom they knew as Saul)?
  ________________________________________________________________
  
- What did Barnabas do to influence the believers to accept Paul?
  __________
  ________________________________________________________________
  
Re-read Acts 15:36-41 from Barnabas’ perspective.

- Why did Paul and Barnabas make such a good team?
  __________________________________________
  __________
  ________________________________________________________________
  
- Why did they break up their ministry team?
  __________________________________________
  __________________________________________
What characteristics of an **Influencing Expressor** did Barnabas exhibit in these three examples?

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</table>
Steady Dependable Leadership Style

Abraham:

Read Genesis 12:10-20

• What did Abraham suggest that Sarah do?
  ________________________________________________________________
  ________________________________________________________________
  –

• What characteristic of Abraham’s relational style did this episode reveal?
  ________________________________________________________________
  –

Read Genesis 16:1-2

• What was Abraham’s response when Sarah suggested he father a child by Hagar, the Egyptian maidservant?
  ________________________________________________________________

• What was Abraham’s response when Sarah complained about Hagar’s attitude?
  ________________________________________________________________
  –

Read Genesis 22:1-19

• What was Abraham’s response when God told him to sacrifice his son Isaac?
  ________________________________________________________________
  –

• What was Abraham’s response when God told him not to sacrifice Isaac?
  ________________________________________________________________
  –

What characteristics of a Steady Dependable did Abraham exhibit in these examples?
<table>
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<th>Strengths</th>
<th>Weaknesses</th>
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</table>
Conscientious Analyst Leadership Style

Moses:

Read Exodus 2:11-20

- What characteristic of Moses is revealed by these two separate incidents (killing the Egyptian and rescuing the priest’s daughters)?

- What characteristic of Moses is revealed when he came down off the mountain and saw the people worshipping the golden calf?

Read Exodus 35:1 to Exodus 40:38 and all of Leviticus

- What characteristic of Moses is revealed by the enormous amount of information conveyed to him by God and then conveyed to the people by Moses?

What characteristics of a **Conscientious Analyst** did Abraham exhibit in the examples above?

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</table>
⇒ God chose each of these four Biblical “heroes” because their personalities were ________________________________ to the job that God had for them to do.
### Jesus: The Perfect Leader

Which relational style do each of the Scriptural passages below reveal?

<table>
<thead>
<tr>
<th>Scriptural Reference</th>
<th>Relational Style</th>
</tr>
</thead>
<tbody>
<tr>
<td>John 4:6-26</td>
<td>________________________________</td>
</tr>
<tr>
<td>• Jesus displayed <em>sensitivity and persuasiveness</em> in his conversation with the woman at the well.</td>
<td></td>
</tr>
</tbody>
</table>

| Mark 11:15-17        | ________________________________ |
| • Jesus *confronted* the religious leaders in the temple when he *forcefully* dealt with the money-changers. |

| Matthew 22:23-46     | ________________________________ |
| • In debating with the Pharisees and Sadducees, Jesus *clearly stated* God’s intentions through Scriptural references and *strictly adhered* to God’s standards of holiness. |

| John 8:2-12          | ________________________________ |
| • Jesus *defused* the angry mob who wanted to stone the adulteress by *relating* directly to their own imperfections. |

⇒ Jesus displayed all the ________________________________ of each relational style with none of the ________________________________

⇒ Jesus never ________________________________ God’s law as he modeled each of these relational styles.

### Go Thou and Do Likewise

- With ________________________________ as our *model* and the ________________________________ as our *helper*, we too can learn to *overcome our weaknesses* and even change our underlying personality.
How To E.Q.U.I.P. Others

And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ. Ephesians 4:11-12 (NKJ)

⇒ **Jesus** spent three years _________________ His disciples for the ministry.

⇒ A primary task for **all church leaders today** is to _________________ others so that they can continue to carry out the Great Commission.

Five Steps for Equipping Others for Service

- **E** _________________ others to serve.
- **Q** _________________ them for service.
- **U** _________________ their needs.
- **I** _________________ them to do the work.
- **P** _________________ for them.
Step 1: Encourage Them to Serve

Equipping others for service follows the **sixth principle** of servant leadership:

- Servant leaders ________________ their **responsibility** and **authority** with others to meet a greater need.

  ⇒ Servant leaders know it is their ________________ to **equip** others for service

  ⇒ Servant leaders **do not think** that they are the ________________ leaders capable of serving the church.

  ⇒ Servant leaders know that people who are **not involved in ministry** are missing out on ________________ for their lives.

  ⇒ Therefore, it is the servant leader’s **job** to
    ________________ and
    ________________ people who are **ready for service**.

The church (or any other organization) functions best when two things occur:

1. Members know how **God** has ________________ them.

2. Members are ________________ for the ministries they have been shaped to perform.

**Jesus Encouraged His Disciples**

Read **John 14:1-4**. What did Jesus say to encourage His followers?

____________________

____________________

____________________

Read **John 14:5-7**. How did Jesus’ response to Thomas’ question provide encouragement?

____________________
Read **John 14:12-14**. What did Jesus promise His followers?

_________________

_________________

—
Barnabas - The “Son of Encouragement”

Read Acts 11:19-24:

• What did Barnabas do when he saw the evidence of the grace of God upon the church in Antioch?

_______________________________________________________________

_______________________________________________________________

Read Acts 11:25-26:

• Why did Barnabas then go to get Paul to come to Antioch? ________________

_______________________________________________________________

_______________________________________________________________

• What did Paul and Barnabas do for the next year?

_______________________________________________________________

_______________________________________________________________

Paul the Encourager

Read 1Thessalonians 4:18 & 5:11:

• What did Paul encourage the Thessalonians to do?

_______________________________________________________________

_______________________________________________________________

The Holy Spirit - Our Helper and Encourager

To encourage literally means to ________________________________, just as Jesus did with His disciples.

Who can church leaders turn to for encouragement?
⇒ *Do not worry* about how or what you should answer, or what you should say, for the *Holy Spirit* will teach you in that very hour what you ought to say. Luke 12:12 (NKJ)

⇒ *But the Helper, the Holy Spirit,* whom the Father will send in My name, *He* will teach you all things, and bring to your remembrance all things that *I* said to you. John 14:26 (NKJ)
Step 2: Qualify Them for Service

- Encouragement without _____________________________ is like enthusiasm without _____________________________

- Servant leaders _________________ those they have encouraged to join them in ministry.

*Qualify* has two meanings in this context:

1. The person must meet certain _____________________________ related to being a follower of Christ.
   - These primarily include the person’s _____________________________ condition and their willingness to be a _____________________________ to others.

2. The person must possess a certain level of _____________________________ for the ministry that you have encouraged them to enter.
   - This relates directly to the person’s spiritual _____________________________ that is covered in the 302: Personal Ministries course.

Jesus qualified His followers by holding up high standards of discipleship.

- Read Luke 14:26-33 -- What was Jesus’ primary qualification for being one of His disciples?

  ____________________________________________

  ____________________________________________

⇒ Jesus risked losing many followers by holding up such high standards in order to retain those that He could _____________________________ to carry out His mission.

⇒ As a leader who follows Jesus’ example, you too should make the ___________ of service clear to those you encourage to serve.

Important Note: No one is _____________________________
• Seek a **loving balance** between ____________________ standards and the reality of human ____________________
Paul mentored Timothy until he was qualified to be a leader on his own.

- Read Acts 16:1-5 -- How did Paul prepare Timothy for service?
  ____________

- Read 1 Timothy 1:3 -- When Timothy was ready, what did Paul encourage Timothy to do?
  ____________

- Read 2 Timothy 2:2 -- After Timothy was more experienced, what did Paul then encourage him to do?
  ____________

The pattern of sharing the responsibilities of leadership in the above scriptures can be represented as follows:

⇒ A servant leader qualifies others by knowing their _________________ and _________________ related to the ministry they are asked to perform.

⇒ One way to determine a person’s qualifications for a particular job is to compare their _________________ profile with the _________________

⇒ Another way is to spend _________________ with them and begin to understand their _________________ and _________________ to serve the Lord.
“Too many churches suffer because those recruited to serve are not biblically qualified to serve.” C. Gene Wilkes, *Jesus On Leadership*
Step 3: Understand Their Needs

⇒ The third step to E.Q.U.I.P others is to understand their needs and then _________________ to them.

Read Matthew 17:14-21 and Mark 9:28-29 to see how Jesus equipped His disciples by understanding their needs:

• What two reasons did Jesus give to explain why the disciples were unable to heal the boy?
  __________________________________________________________

• What did Jesus do to respond to the disciples’ need?
  __________________________________________________________
  __________________________________________________________
  _____________________________
  ⇒ By observing the _________________ of the disciples’ ministry, Jesus understood their need for greater faith and prayer.

⇒ One good way to understand the needs of those you equip for service is to _________________ them in their ministry.

⇒ To equip others means to spend _________________ with them.

Read Luke 11:1-4 to see a second way in which Jesus understood and responded to His disciples’ needs:

• What need did the disciple express?
  __________________________________________________________

• How did Jesus respond to this need?
  __________________________________________________________
  __________________________________________________________
  ⇒ Jesus understood His disciples’ needs because he _________________ to them.
Thus, another good way to understand the needs of those you equip is to ________ with them and ____________ what they have to say.
Step 4: Instruct Them

*I will instruct you and teach you in the way you should go.* Psalm 32:8

- Leaders often make the mistake of neglecting to ______________________ those they recruit.

- ______________________ always surface when workers go untrained.

- Training keeps everyone on the same ______________________.

- Workers need to know what is ______________________ of them and how to do the _____________ assigned to them.

**Jesus’ Example:**

Jesus constantly taught his disciples:

- Jesus trained them about the nature of the Kingdom of God (Matthew 13)
- He explained His mission (Mark 10:32-33)
- He performed a miracle in order to teach a lesson (Mark 4:35-41)

Read **Mark 4:33-34** and fill in the blanks below:

- Jesus spoke to the crowds in ______________________, but to the disciples He ______________________ everything.

Read **Luke 17:7-10**

- What was this lesson about?

_______________________________________________________________

_______________________________________________________________

_
Read Mark 10:42-45:

- Jesus often made the same ____________________ in several different ways, which is an excellent way to ____________________ the lesson without resorting to ____________________

Paul Instructed Timothy

The apostle Paul always instructed those he recruited to ministry. The clearest example of this is found in his letters to Timothy.

Read 1 Timothy 4:11-16 and list Paul’s instructions to Timothy below:

v.11
_______________________________________________________________

v.12
_______________________________________________________________

v.13
_______________________________________________________________

v.14
_______________________________________________________________

v.15
_______________________________________________________________

v.16
_______________________________________________________________

- Paul __________________ Timothy by teaching him how to ____________________ to those in his care.

- Paul’s instructions were ____________________ and ____________________

- Paul’s instructions came out of Paul’s ____________________ and ____________________
Step 5: Pray For Them

*Therefore we also pray always for you that our God would count you worthy of this calling, and fulfill all the good pleasure of His goodness and the work of faith with power, that the name of our Lord Jesus Christ may be glorified in you, and you in Him, according to the grace of our God and the Lord Jesus Christ.*

2Thessalonians 1:11-12 (NKJ)

- Up to this point, each of the 4 Steps can be done using __________________ means.

- However, one thing would be lacking -- the ______________________ of God in their efforts.

- Even Jesus’ disciples could not cast out a demon due to a lack of ___________ and ____________________

Jesus’ Example:

In Jesus’ final hours with His disciples, He prayed for them. Read **John 17:6-19**:

- v.6-10: Jesus summarized his ___________________________ of the Disciples and expressly prayed for _______ in this prayer, not for the __________________

- v. 11-12: Jesus prayed for his disciples’ ________________________ and they would remain ____________ with God.

- v13: Jesus prayed that the disciples would have the full measure of His ______

- v14-16: Jesus prayed that the disciples not be taken from the world, but rather be protected from the __________________________

- v17-20: Jesus prayed that the disciples be ___________________________ by the _______________________ that He brought to them.
Paul’s Example:

Paul also **prayed regularly** for those he set aside for ministry (see **Philippians 1:3-6** and **Ephesians 3:14-19** for examples).

Read **Ephesians 6:18-20**:

- Paul taught that ___________________________ is our most powerful weapon in the ongoing spiritual conflict.
- Who did Paul ask them to pray for? ___________________________
- Who else did Paul ask them to pray for? ___________________________

Leadership Prayers

- Servant leaders should never ___________________________ to lead until they ___________________________ to pray.
- Servant leaders know that their power comes from ___________________________ and not from ___________________________.
- The effectiveness of equipping others is not in technique, but in ___________________________
- Prayer gives ___________________________.
  ___________________________ and ___________________________ to those who lead.
- Prayer is God’s answer to our ___________________________
- And always remember that we are most effective when ___________________________ support us in their ___________________________
How to Serve in T.E.A.M. Ministry

Calling the Twelve to Him, He sent them out two by two and gave them authority over evil spirits. Mark 6:7, NIV

- Servant leaders ________________ with others to serve.

- Servant leaders know that leadership is a ______________________

- Jesus’ earthly ministry revolved around building a ________________ of close followers.

T.E.A.M. Ministry

- Leaders are not _________________________, they involve others to reach a _________________________ goal.

- Servant leaders are ______________________ coaches.
Jesus on Team Ministry:

Jesus modeled team ministry -- He seldom ministered by Himself.

- Jesus was Master and needed no one else, yet no matter what He was doing, He usually had at least _______________ disciples with Him wherever He went.

- Jesus did not need a ministry team, but He built one so that ministry would _______________ when He returned to the Father.

- Jesus also sent his disciples out __________ by __________ -- i.e. a team!

The Disciples Also Teamed Together

Paul almost always had another team member with him on his missionary journeys. Read Acts 13:1-5

- After prayer and fasting, who told the Antioch church to send out Paul and Barnabas as a team? _______________________________ __________

- Who also helped them? __________________________

Togetherness

- A team is a group of people bound together by a _______________ to reach a _______________ goal.

- Team ministry enables servant leaders to _______________ their effectiveness and accomplishments.

- Team ministry starts when those on the team sense they are together for a reason _______________ than themselves.

- Team ministry flourishes where there is a sense of _______________ to the team.
Unity is the Key to Success

Read Matthew 12:30. What were the two requirements Jesus specified for being on His team?

1. __________________________________________
2. __________________________________________

• This sense of unity and purpose is the ________________ that holds the team together until it has attained its goal.

Read Matthew 16:21-23. Why did Jesus rebuke Peter?
______________________
______________________
______________________
______________________
______________________

• __________________________ within a team can destroy it.

Read Mark 6:7-13:

• Another sign of how Jesus fostered togetherness is that He shared His __________________________ and ____________________________

• Why do you suppose Jesus instructed His disciples to take nothing with them?
______________________
______________________

• What were the results of the disciples’ first missionary journey without Jesus?
______________________
______________________

As a servant leader, always remember the words of Ecclesiastes 4:9-12:

Two are better than one, Because they have a good reward for their labor. For if they fall, one will lift up his companion. But woe to him who is alone when he falls, For he has no one to help him up. Again, if two lie down together, they will keep warm; But how can one be warm
alone? Though one may be overpowered by another, two can withstand him. And a threefold cord is not quickly broken.

Empowerment

• To empower someone means to give others _________________________ and _________________________

⇒ Servant leaders ________________________ members on their team to reach a ______________________ goal.

⇒ If team members are not empowered, the ______________________ does all the __________________________

⇒ Often a church or other organization consists of a few __________________ leaders and a great many __________________ followers.

• It is the leader’s responsibility to _________________________ and _________________________ followers to participate.

⇒ The purpose of a team is to make the _________________________ of each person effective and their _________________________ irrelevant.

⇒ Participation means that every team member is _________________________ and feel that they are _________________________ to the team’s goal.

⇒ It takes _________________________ and _________________________ to empower someone

Read 1Corinthians 12:14-26

• What two harmful thoughts can potentially destroy the church?

1. ____________________________________________________________

Jesus Empowered His Disciples

Read Matthew 28:18-20

• What two points did Jesus stress to His disciples?

1. ____________________________

2. ____________________________

Read Acts 1:8

• What did Jesus say the disciples would receive?

________________________

• How would they receive it?

__________________________

Paul Empowered His Team

Read Acts 18:1-4

• What did Paul do to empower Aquila & Priscilla?

__________________________

__________________________

-read Acts 18:18

• Who traveled with Paul on his next mission?

__________________________

Read Acts 18:19-21

• What did Paul do with Priscilla & Aquila?

__________________________
Read Acts 18:24-26

- How did Priscilla’s and Aquila’s response to Apollos demonstrate their maturity as servant leaders?
To follow Paul’s example, you must:

1. ____________ and ____________ the gospel as you work with others.

2. ________________ others to join ministry teams.

3. ________________ them to take on servant leadership roles themselves.

Accountability

• Accountability means that you are held __________________________ for your words and deeds.

• Accountability is the __________________________ that keeps team members working __________________________ toward the same goal.

• With accountability, team members can __________________________ others to do what they say they will do.

• Jesus taught that everyone must __________________________ for their words and deeds to __________________________.

  ⇒ “But I tell you that men will have to give account on the day of judgment for every careless word they have spoken.” Matthew 12:36

  ⇒ “Each of us will give an account of himself to God.” Romans 14:12

• Servant leaders are accountable for their __________________________ and their team’s __________________________

Read Hebrews 13:17

What two reasons are given for team members to obey their leaders?

1. _____________________________________________
2. __________________________________________________________
   __________________________________________________________

Read Mark 8:31-33

- Why did Jesus rebuke Peter so harshly?
   __________________________________________________________
   __________________________________________________________

Team Accountability

- The team is accountable to the __________________ and each
  ________________

⇒ Team ministry means making yourself accountable to the
  ________________ of the team.

⇒ The Bible says relatively little about __________________________ and a
great deal about ______________________________

⇒ Servant leaders know how to __________________________

⇒ Servant leader organizations are more fluid than worldly organizations, with
  ________________ becoming __________________________ and
  ________________ becoming __________________________ from
time to time depending on their gifts and skills.

Mentoring

- A mentor is a __________________

- Mentors ____________________ what they want their followers to do/be.
Jesus on Mentoring

- When Jesus called His disciples to follow Him, He meant for them to follow His ________________ as well as literally following Him from place to place.
Record below ways in which Jesus mentored His disciples:

Matthew 5:1-2

Mark 6:32-44

Luke 6:12

John 13:3-5

Paul on Mentoring

Paul mentored disciples in every church he started. Read 1 Corinthians 4:17

• How did Paul describe Timothy? __________________________________________

Read 1 Timothy 4:12

• What did Paul tell Timothy to do? _________________________________________

• Timothy was to model for the church what a life in Christ was like in
  _______ , _________ , _________ and ______________________________________

Everyone Needs a Mentor

We all need:

1. A ________________ -- a guide who’s been there before

2. A ________________ -- a partner who encourages you and holds you accountable
3. A __________________ -- a protégé who’s growth you are guiding

⇒ Unless there are ________________ leaders, there is no

________________