

# 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.** Mat-  
thew 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:

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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:

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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:

**S**piritual Gifts

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**E**xperiences

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**R**elational Style

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**V**ocational Skills

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**E**nthusiasm

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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

## 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. **P**osition: The position itself confers the \_\_\_\_\_ of authority
  - People follow because they \_\_\_\_\_
  - Eventually leads to high turnover, low morale
  
2. **P**ermission: Strong \_\_\_\_\_ build a foundation of trust
  - People follow because they \_\_\_\_\_
  - People will follow you **beyond** your specified authority level
  
3. **P**roduction: \_\_\_\_\_ build a strong sense of success
  - People follow because of what you've \_\_\_\_\_
  - People like you and value what you're doing
  
4. **P**ersonnel 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. **P**ersonhood: 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:

<u><b>Boss</b></u>	<u><b>Leader</b></u>
Depends on _____	Depends on _____
Inspires _____	Inspires _____
Says _____	Says _____
Fixes _____	Fixes _____
- 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?

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**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

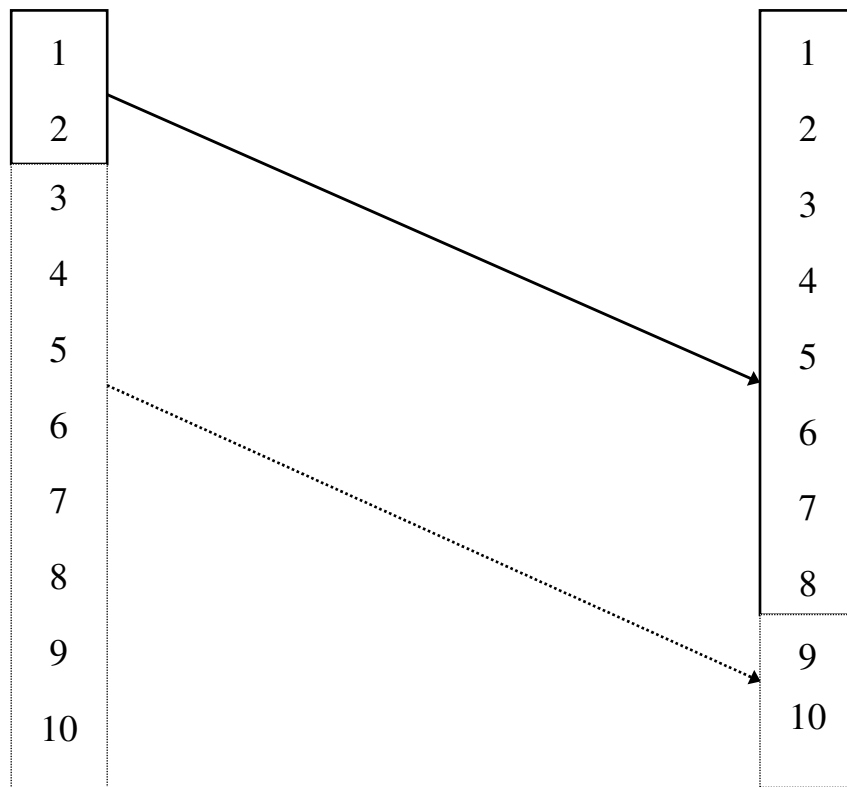
- The **primary key** to successful leadership is \_\_\_\_\_
- The **Pareto Principle** tells us that \_\_\_\_\_% of your priorities will yield \_\_\_\_\_% of your productivity

### Priorities

1
2
3
4
5
6
7
8
9
10

### Productivity

1
2
3
4
5
6
7
8
9
10



- 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:**

“Be on time!”

“Be positive!”

**You do:**

Arrive late  
Arrive on time

Exhibit a negative attitude  
Exhibit a positive attitude

**They will:**

Arrive late  
Arrive on time

Exhibit a negative attitude  
Exhibit a positive attitude

tude

- **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.* 2Corinthians 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**:

#### With a vision

\_\_\_\_\_ little, does \_\_\_\_\_

Strength from inner \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ when problems arise

#### Without a vision

\_\_\_\_\_ much, does \_\_\_\_\_

Strength from outward

\_\_\_\_\_ when the road gets difficult

### 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 vision, knowing that excitement is contagious
- The experienced leader doesn't hesitate to \_\_\_\_\_ the commitment 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)

<b>Profile</b>	<b>Type 1</b>	<b>Type 2</b>	<b>Type 3</b>	<b>Type 4</b>
<b>Personality Puzzle</b>	<b>Choleric</b>	<b>Sanguine</b>	<b>Melancholy</b>	<b>Phlegmatic</b>
<b>LEAD Inventory</b>	<b>Leader</b>	<b>Expressor</b>	<b>Analyst</b>	<b>Dependable</b>
<b>DISC</b>	<b>Dominant</b>	<b>Influencing</b>	<b>Cautious</b>	<b>Steady</b>

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

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

- **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

Likes & Dislikes	Interaction
<p><b>Likes:</b> Goals, action, results, being in charge, the Big Picture, work is their entertainment</p> <p><b>Dislikes:</b> Dormancy, laziness, carefree attitudes, lack of effort and lack of progress</p>	<p><b>Dominant Leader:</b> 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.</p> <p><b>Influencing Expressor:</b> 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.</p> <p><b>Steady Dependable:</b> 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.</p> <p><b>Conscientious Analyst:</b> 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.</p>

**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

Likes & Dislikes	Interaction
<p><b>Likes:</b> To be inspired and fired up; interacting with others; to entertain and be entertained; group activities</p> <p><b>Dislikes:</b> Rules &amp; regulations; paperwork; criticism; methodical jobs; is never satisfied</p>	<p><b>Dominant Leader:</b> 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.</p> <p><b>Influencing Expressor:</b> 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.</p> <p><b>Steady Dependable:</b> 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.</p> <p><b>Conscientious Analyst:</b> 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.</p>

**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

Likes & Dislikes	Interaction
<p><b>Likes:</b> Acceptance, appreciation, tradition, security, controlled environment, task-oriented.</p> <p><b>Dislikes:</b> Conflict, rapid change, criticism, multiple tasks, risks, making decisions, the spotlight</p>	<p><b>Dominant Leader:</b> 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.</p> <p><b>Influencing Expressor:</b> 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.</p> <p><b>Steady Dependable:</b> 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.</p> <p><b>Conscientious Analyst:</b> 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.</p>

**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

Likes & Dislikes	Interaction
<p><b>Likes:</b> Accuracy, organization, research, detailed plans, high standards, rules, authority</p> <p><b>Dislikes:</b> Confusion, disorder, lack of details, quick decisions, rapid change, risks, foolishness</p>	<p><b>Dominant Leader:</b> 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"</p> <p><b>Influencing Expressor:</b> 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.</p> <p><b>Steady Dependable:</b> 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.</p> <p><b>Conscientious Analyst:</b> 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.</p>

**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?

Strengths

Weaknesses


## 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?

**Strengths**

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**Weaknesses**

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## 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?

**Strengths**

**Weaknesses**

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## 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)?

\_\_\_\_\_

\_\_\_\_\_

—

Read Exodus 32-19-29

- 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?

### Strengths

### Weaknesses

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

⇒ **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?

### Scriptural Reference

### Relational Style

#### John 4:6-26

\_\_\_\_\_

- Jesus displayed **sensitivity and persuasiveness** in his conversation with the woman at the well.

#### 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

<b>E</b>	_____	others to serve.
<b>Q</b>	_____	them for service.
<b>U</b>	_____	their needs.
<b>I</b>	_____	them to do the work.
<b>P</b>	_____	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?

\_\_\_\_\_

\_\_\_\_\_

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## **Paul the Encourager**

Read 1Thessalonians 4:18 & 5:11:

- What did Paul encourage the Thessalonians to do?

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## **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?

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\_\_\_\_\_

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⇒ 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?

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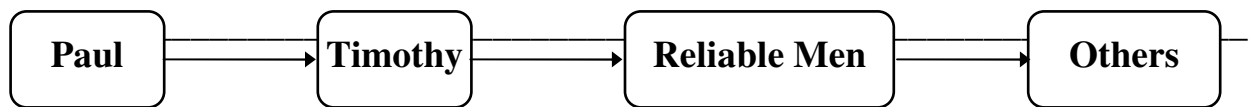
- Read **1Timothy 1:3** -- When Timothy was ready, what did Paul encourage Timothy to do?

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- Read **2Timothy 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?

\_\_\_\_\_

\_\_\_\_\_

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⇒ 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?

\_\_\_\_\_

\_\_\_\_\_

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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 **1Timothy 4:11-16** and list Paul's instructions to Timothy below:

v.11

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v.12

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v.13

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v.14

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v.15

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v.16

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- 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

<b>T</b>	_____
<b>E</b>	_____
<b>A</b>	_____
<b>M</b>	_____

- 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? \_\_\_\_\_

## Together

- 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?

\_\_\_\_\_

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- \_\_\_\_\_ 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. \_\_\_\_\_  
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2. \_\_\_\_\_  
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## Jesus Empowered His Disciples

Read Matthew 28:18-20

- What two points did Jesus stress to His disciples?

1. \_\_\_\_\_

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2. \_\_\_\_\_

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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?

\_\_\_\_\_

\_\_\_\_\_

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Read Acts 18:18

- Who traveled with Paul on his next mission?

\_\_\_\_\_

Read Acts 18:19-21

- What did Paul do with Priscilla & Aquila?

\_\_\_\_\_

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**Read Acts 18:24-26**

- How did Priscilla's and Aquila's response to Apollos demonstrate their maturity as servant leaders?

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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?

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\_\_\_\_\_  
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**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**

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**Mark 6:32-44**

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**Luke 6:12**

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**John 13:3-5**

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## **Paul on Mentoring**

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

- How did Paul describe Timothy? \_\_\_\_\_  
\_\_\_\_\_

**Read 1Timothy 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  
\_\_\_\_\_