

LEADERSHIP DEVELOPMENT PAPER

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What is it like to be led by me

Part 1: Leadership and Spirituality Self-Evaluation:

Identify your major leadership strengths and skills:

Identify your dominant leadership style(s)

According to the Strengths Finder 2.0, my primary strengths are: relator, discipline, individualization, input, and learner. According to the DISC personality profile the C personality and the D personality. Every time that I take the DISC profile my results bounce between the C and the D personality as my main. I wonder if this is the case based on the situation or stage of life that I am in at that moment. When I first took the DISC profile in college about 12 years, my personality was a C personality which makes quite a bit of sense. This made sense for me because growing up I had a lot of ideas that I processed but having our own opinions growing up was not allowed in the house. When I was involved with transitioning a church from one location to another including pastoral transitions, I claimed a D personality when the assessment was taken. The ones that I was surrounded with were on the fence and white knuckling it with questions holding onto the tradition rather seeing the future.

When I took the DISC profile this semester, my results showed a stronger presence of the C personality with the D close behind. The reason I understand the impact of my C personality is when making a recipe I want to have all the ingredients purchased and, on the table, before I start making the recipe. This includes taking the time to check the expiration dates so that a mistake is not made where I must run back out to the store or through the whole concoction out.

The D personality takes the lead when a project just needs done or taken care of. This happens most often when deadlines approach or no others have come up with a game plan resulting in an immediate course of action.

Spiritual Gifts: Pastor/ Teacher and Encouragement and Administration

5 Love Languages: Acts of Service. Least: Physical Touch

Evaluate your present influence and effectiveness with relevant groups as they relate to your styles and strengths/weaknesses

Office Max (Sales Advisor): My effectiveness and influence is used in the areas of customer relations and their positive experience throughout the store. My optimism brings smiles to faces when greeted as well as assisting them in finding supplies. Between customer service and redoing planograms my strengths are being used.

As an Associate Pastor: My influence and effectiveness is important since those in our congregation believe and know their leadership know what they are doing and are capable of doing it. Whether I am filling in for my lead pastor or assisting alongside him there must be a seamless flow within the service.

In my role as sound/tech: I ensure that Easy Worship, Be Live, and the sound levels provide the congregation whether in person or online with an inspirational worship experience. My C personality comes in handy due to the attention to detail within the timing of the presentation software.

Practicum (Intern): Learn the ins and outs of lead pastoring through the lens of church revitalization.

From the assessments

The six assessments were passed out to staff at the church where all of us are bivocational. Due to the size of our church and reasons surrounding I chose not to have church members fill out the assessment. After receiving the assessments a few days later, I knew that I had to take a couple days to pray over the assessment before reviewing them and writing this paper. After receiving the assessments from those on the staff I wanted to take a few days to pray over the assessments. I wanted to hear what God was trying to say through them since some were hard to swallow. Some of the assessments were not only hard to swallow, but a new direction of vision and culture was arising within the church. The assessments indicated a division in the culture of the church where some want to stick with a traditional church model and the lead pastor is shifting the vision toward compassion-based ministries. The interesting perspective over all the surveys was the commonality of being energized over the culture of the church. Most if not all the categories demonstrated high reviews across the board in the rating scale, but the comment section showed a detailed perspective contradictory of the ratings. I learned from the comments that as a leader/ associate pastor I have not been as clear on direction as I thought.

The responses from the question “What’s it like being on the other side of me?” really caught me off guard. One of the staff commented, “I never know what you are thinking until you express it” and her husband responded, “tiring in a good way from all of your energy.” The responses caught me off guard because I have an open-door policy but neglect the reality that others will not naturally come to me for help or in leading of direction. A consensus of the responses indicated my optimism is not always in line with reality of life and ministry resulting in hardship and wearing them out. Some of the leadership indicated being tired or challenges in

the area of lack of knowing what should be done to grow their areas both personally and spiritually.

Our church members and staff are on the introverted side which makes me more silent at times since my personality keeps things interesting. The feedback on the work environment had relatively the same results for each of the assessed staff members. In the category of being energized the results show a 4 or 5 across the board for understanding the culture and vision of the church.

Part 2: Leadership Self-Development Plan

3 Month Self-Development Plan

A personal vision statement (with explanation)

I am motivated to see families reconciled to God to each other.

A personal Values statement (with explanation)

My top personal core values:

- Staying the course of spiritual growth and teachability
- Willing to take initiative until all know
- Continuously acquiring a dependable spirit
- Being a lifelong learner
- **Decisions start here with my life verse:**
 - **Colossians 3:23-24 ESV** “Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.”
- **Called to Love God**
 - **Matthew 20:36-40 ESV** “Teacher, which is the great commandment in the Law?” And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments depend all the Law and the Prophets.”
- **The Call to Love People**
 - **Matthew 20:36-40 ESV** “Teacher, which is the great commandment in the Law?” And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first

commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments depend all the Law and the Prophets.”

- **Love is...**
 - **1 Corinthians 13:5-7 ESV** Love is patient and kind; love does not envy or boast; it is not arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice at wrongdoing, but rejoices with the truth. Love bears all things, believes all things, hopes all things, endures all things.
 - **Speak life into your life and circumstance**
 - Joey is patient
 - Joey is kind
 - Joey does not envy
 - Joey does not boast
 - Joey is not arrogant
 - Joey is not rude
 - Joey does not insist on his own way
 - Joey is not irritable
 - Joey is not resentful
 - Joey does not rejoice in wrongdoing
 - Joey rejoices with the truth
 - Because the love of Jesus lives in Joey, he can bear all things, believe all things, hope all things and endure all things
 - As leaders and followers of Christ we must learn to speak truth and hope into our lives. The world teaches us to point the finger and blame, but Jesus is love demonstrating what it means to love.
- **Initiative (Personal Core Value)**
 - **2 Chronicles 7:14 ESV** Humble yourselves, therefore, under the mighty hand of God so that at the proper time he may exalt you, casting all your anxieties on him, because he cares for you. Be sober-minded; be watchful. Your adversary the devil prowls around like a roaring lion, seeking someone to devour. Resist him, firm in your faith, knowing that the same kinds of suffering are being experienced by your brotherhood throughout the world. And after you have suffered a little while, the God of all grace, who has called you to his eternal glory in Christ, will himself restore, confirm, strengthen, and establish you. To him be the dominion forever and ever. Amen.
- **Dependable (Personal Core Value)**
 - **Romans 10:15 ESV** And how are they to preach unless they are sent? As it is written, “How beautiful are the feet of those who preach the good news!”
- **Love God (Our first love)**
 - **Matthew 20:36-40 ESV** “Teacher, which is the great commandment in the Law?” And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments depend all the Law and the Prophets.”
- **Love People (From the overflow of our love of God, we love people)**
 - **Matthew 20:36-40 ESV** “Teacher, which is the great commandment in the Law?” And he said to him, “You shall love the Lord your God with all your heart

and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments depend all the Law and the Prophets.”

- **Developing a Servants heart (The process of Christlikeness)**
 - **Matthew 20:26-18 ESV** “It shall not be so among you. But whoever would be great among you must be your servant, and whoever would be first among you must be your slave, even as the Son of Man came not to be served but to serve, and to give his life as a ransom for many.”
 - **Ephesians 2:10 ESV** For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.
- **Family of God (Believers need one another to grow)**
 - **John 13:34–35** A new commandment I give to you, That you love one another; as I have loved you, that you also love one another. By this shall all men know that you are my disciples, if you have love one to another.
- **Adopted in the family of God**
 - **Romans 8:15-17, ESV** For you did not receive the spirit of slavery to fall back into fear, but you have received the Spirit of adoption as sons, by whom we cry, “Abba! Father!” The Spirit himself bears witness with our spirit that we are children of God, and if children, then heirs—heirs of God and fellow heirs with Christ, provided we suffer with him in order that we may also be glorified with him.
- **Individualization (Strength according to Strengths Finder 2.0)**
 - **1 Corinthians 9:22 ESV** To the weak I became weak, that I might win the weak. I have become all things to all people, that by all means I might save some.
- **Relator (Strength according to Strengths Finder 2.0)**
 - **Romans 12:16 ESV** Live in harmony with one another. Do not be haughty, but associate with the lowly. Never be wise in your own sight.
- **Input (Strength according to Strengths Finder 2.0)**
 - **The desire to want to be a part and be heard**
 - **Ecclesiastes 4:9-12 ESV** Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up his fellow. But woe to him who is alone when he falls and has not another to lift him up! Again, if two lie together, they keep warm, but how can one keep warm alone? And though a man might prevail against one who is alone, two will withstand him—a threefold cord is not quickly broken.
- **Discipline (Strength according to Strengths Finder 2.0)**
 - **Growing in Christ requires initiative and follow through**
 - **Hebrews 12:1-2 ESV** Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight, and sin which clings so closely, and let us run with endurance the race that is set before us, looking to Jesus, the founder and perfecter of our faith, who for the joy that was set before him endured the cross, despising the shame, and is seated at the right hand of the throne of God.
- **Learner (Strength according to Strengths Finder 2.0)**
 - **A lifelong learner chooses to push through to discover**

- **2 Timothy 2:15, ESV.** Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth.
- **Serving and Loving your spouse**
 - **Ephesians 5:22-33 ESV** Wives, submit to your own husbands, as to the Lord. For the husband is the head of the wife even as Christ is the head of the church, his body, and is himself its Savior. Now as the church submits to Christ, so also wives should submit in everything to their husbands. Husbands, love your wives, as Christ loved the church and gave himself up for her, that he might sanctify her, having cleansed her by the washing of water with the word, so that he might present the church to himself in splendor, without spot or wrinkle or any such thing, that she might be holy and without blemish. In the same way husbands should love their wives as their own bodies. He who loves his wife loves himself. For no one ever hated his own flesh, but nourishes and cherishes it, just as Christ does the church, because we are members of his body. “Therefore a man shall leave his father and mother and hold fast to his wife, and the two shall become one flesh.” This mystery is profound, and I am saying that it refers to Christ and the church. However, let each one of you love his wife as himself, and let the wife see that she respects her husband.

Spiritual Gifts

- **Pastor/Teacher**
 - **1 Peter 3:14-17 ESV** But even if you should suffer for righteousness' sake, you will be blessed. Have no fear of them, nor be troubled, but in your hearts honor Christ the Lord as holy, always being prepared to make a defense to anyone who asks you for a reason for the hope that is in you; yet do it with gentleness and respect, having a good conscience, so that, when you are slandered, those who revile your good behavior in Christ may be put to shame. For it is better to suffer for doing good, if that should be God's will, than for doing evil.
- **Administration**
 - **Romans 12:6-8 ESV** Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; if service, in our serving; the one who teaches, in his teaching; the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness.
- **Encouragement**
 - **1 Peter 5:6-11 ESV** Humble yourselves, therefore, under the mighty hand of God so that at the proper time he may exalt you, casting all your anxieties on him, because he cares for you. Be sober-minded; be watchful. Your adversary the devil prowls around like a roaring lion, seeking someone to devour. Resist him, firm in your faith, knowing that the same kinds of suffering are being experienced by your brotherhood throughout the world. And after you have suffered a little while, the God of all grace, who has called you to his eternal glory in Christ, will himself restore, confirm, strengthen, and establish you. To him be the dominion forever and ever. Amen.
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Five Love Languages

- **Strength:** Acts of Service
 - **James 2:15-16 ESV** If a brother or sister is poorly clothed and lacking in daily food, and one of you says to them, “Go in peace, be warmed and filled,” without giving them the things needed for the body, what good is that?
- **Weakness:** Physical Touch

3 month Plan of Action

- **Month 1 -Focus of Servant Leadership**
 - I learned from the assessments that others on my team need my help. This includes me to see opportunities that were previously blurred.
 - **Biblical Reference and study:** Luke 22:24-30 ESV A dispute also arose among them, as to which of them was to be regarded as the greatest. And he said to them, “The kings of the Gentiles exercise lordship over them, and those in authority over them are called benefactors. ²⁶ But not so with you. Rather, let the greatest among you become as the youngest, and the leader as one who serves. For who is the greater, one who reclines at table or one who serves? Is it not the one who reclines at table? But I am among you as the one who serves. “You are those who have stayed with me in my trials, and I assign to you, as my Father assigned to me, a kingdom, that you may eat and drink at my table in my kingdom and sit on thrones judging the twelve tribes of Israel.
 - **Daily** – Find one person that I can serve without expecting anything in return
 - **Weekly**- Allow others to provide feedback to how I can better serve them (especially those who God has allowed me to lead)
 - **Bi-weekly**- Allow myself to be vulnerable in giving mercy and grace.
 - **Questions to work through:**
 - Is this decision going to bring others closer to God and others or further away?
 - Is this opportunity being done to bring glory to God or to myself?
 - Am I serving others and loving others the way Christ would?
- **Month 2 - Focus on Listening and Asking**
 - I learned from the assessments those I lead expect me to be straight forward on what I am thinking. This includes being willing to slow down, clearly ask and listen and train properly. I have let my team down by not being clear and leaving training up for interpretation.
 - **Biblical Reference and Study:** James 1:19-27 ESV Know this, my beloved brothers: let every person be quick to hear, slow to speak, slow to anger; for the anger of man does not produce the righteousness of God. Therefore put away all filthiness and rampant wickedness and receive with meekness the implanted word, which is able to save your souls.

But be doers of the word, and not hearers only, deceiving yourselves. For if anyone is a hearer of the word and not a doer, he is like a man who looks intently at his natural face in a mirror. For he looks at himself and goes away and at once forgets what he was like. But the one who looks into the perfect law, the law of liberty, and perseveres, being no hearer who forgets but a doer who acts, he will be blessed in his doing. If anyone thinks he is religious and does not bridle his tongue but deceives his heart, this person's religion is worthless. Religion that is pure and undefiled before God the Father is this: to visit orphans and widows in their affliction, and to keep oneself unstained from the world.

- **Daily-** Observe and listen to what others aren't saying
- **Weekly-** Discover the hopes and aspirations of those on my team
- **Bi-weekly-** Actively pursue the interests of those on my team
- **Questions to work through:**
 - Which is more important: Listening, being silent or observing?
 - After listening, how can I clearly communicate without leaving this up for interpretation?
 - How can I better follow up with my team?
- **Month 3- Focus on perceived optimism considering reality**
 - Our leadership team brought to my attention that my optimism does not always align with reality.
 - **Biblical Reference and Study:** John 4:31-38 ESV. Meanwhile the disciples were urging him, saying, "Rabbi, eat." But he said to them, "I have food to eat that you do not know about." So the disciples said to one another, "Has anyone brought him something to eat?" Jesus said to them, "My food is to do the will of him who sent me and to accomplish his work. Do you not say, 'There are yet four months, then comes the harvest'? Look, I tell you, lift up your eyes, and see that the fields are white for harvest. Already the one who reaps is receiving wages and gathering fruit for eternal life, so that sower and reaper may rejoice together. For here the saying holds true, 'One sows and another reaps.' I sent you to reap that for which you did not labor. Others have labored, and you have entered into their labor."
 - **Daily-** Allow the Holy Spirit to guide my focus and reality
 - **Weekly -** Examine the spiritual temperature of those around me
 - **Bi-weekly-** Share new insights with team
 - **Questions to work through:**
 - Does my optimism reflect the heart of Jesus?
 - Am I currently ignoring reality for a sense of artificial hope and harmony?
 - Am I reading the emotional temperature of the room and my team properly?

Those I am privileged to lead deserve to be led by a leader that humbles himself daily before the Lord. Leaders are anointed and appointed by God to serve and love the ones he has called them to lead by being a steward. Biblical stewardship requires me as a leader to honestly

and faithfully guide others toward a path that reflects the heart of Christ. As a leader and as a pastor I must learn that each person is valuable in the eyes of God and need to be led according to their unique personality and demeanor.

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