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 Jesus Christ has different values than life under the lordship of the world or self or Satan.

• Kingdom leaders are people who lead like Jesus.

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

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

• People prefer to follow those who guide and love them, not those who order 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 ______world___________, not at the ______church_________________

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

Principles of Servant Leadership

1. Servant leaders ___humble______________ themselves and wait for God to _____exalt_____ 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 ______humbled_____________ Himself and ___served_________________ humanity in _____submission_____________ to God.

• We should humble ___ourselves_________ and serve ___others_________ in obedience to _____Jesus_____________

⇒ “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 _____servant__________ without a _____master________

• No one can serve ______two masters________________

⇒ 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 ______ follow__________________ Jesus rather than seek a ______ position of authority______________________

Attaining Greatness

Read Mark 10:35-45 and then answer the following questions:

1. In your own words, what did James and John ask Jesus? ___to sit next to Jesus on His throne; to be exalted above the other disciples

2. Why did James and John ask this question? ___pride; covetousness

3. What was Jesus’ reply?___Would they also be able to drink the cup (i.e. suffer) as Jesus did?

4. How did James and John respond to Jesus’ challenge? __They said they were able, but they didn’t have a clue what they were talking about

5. What reason did Jesus use to refuse their request? __Heaid that it wasn’t up to Him, but that it was already known in Heaven who would sit where

6. Why did the other ten disciples become indignant with James and John? ______ Because they were trying to be more important than the others

7. What does it take to become a great leader? __To be a great servant

Principles of Servant Leadership

3. Servant leaders give up ____personal rights____ to find greatness in ____service____ to others.
Suffering For Jesus

- Any follower of Christ who seeks to lead like Jesus must be willing to be treated like Jesus.

- Suffering like Jesus comes before reigning with Jesus.

⇒ All who desire to live godly in Christ Jesus will suffer persecution. 2 Timothy 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) God had put “all things” under His power

b) He had come from God

c) He was returning to God

Principles of Servant Leadership

4. Servant leaders can risk serving others because they trust that God is in control 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? ___He felt unworthy____

2. How did Jesus respond? ___He told Peter that he would have “no part” in Jesus’ ministry if he didn’t allow Jesus to wash his feet ____________________________

3. Why did Jesus want to wash his disciples’ feet?
   a) ____As an example of servant leadership __________________
   b) ____To show that no one is too important to be a servant to all ______________________

### 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 ___giving in________________ to people’s wishes.
   • Leaders must sometimes ___reveal________________ a need before meeting it.
   • Your greatest test of servant leadership is to wash the feet of those you know will ___betray________________ 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? ___Do as He had done__________________________________

2. What principle did Jesus state about servant-master relationships? ___________ The servant is not greater than the master ______________________

3. What promise did Jesus make at the end of His lesson? ________________ We will be blessed if we follow His example __________________
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? __The apostles’ teaching, fellowship, prayer, praising God, giving to the needy___________________________

2. What did the apostles do? __Wonders and miraculous signs___________________________

3. What kept the new believers together? __They were in “one accord” – i.e. they did not allow petty differences to create divisions________

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) ___Summoned the multitude of disciples________________________
   b) ___Sought out 7 men of good repute, full of the Holy Spirit___
   c) ___Prayed and continued to minister the Word________________

2. What did the apostles see as their primary role? __Preaching & teaching the Word________________________________________

Principles of Servant Leadership

6. Servant leaders __share________ 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? _____
   ______He and they were wearing themselves out

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) __Be the people’s representative before God
   b) __Teach them the decrees and the laws
   c) __Select capable men to serve as judges

3. What did Jethro say the results of his recommendation would be? ____________
   _______The people would be satisfied quicker and Moses’ load would be lighter

Principles of Servant Leadership

7. Servant leaders _multiply_ the impact of their leadership by _empowering_ others to lead.

   • **Owning responsibility** for a task does not mean that _you alone_ 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 __humble________________ themselves and wait for God to __exalt__________ them.

2. Servant leaders __follow_________ Jesus rather than seek a __position__________

3. Servant leaders give up ____personal rights_______ to find greatness in ____service_______ to others.

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

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

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

7. Servant leaders __multiply___________ the impact of their leadership by ______empowering___________ 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 ___your own gain____

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

3. The world says that success leads to ___happiness____________________

4. The world says that happiness is the ___self’s____________ highest goal.

God’s View of Leadership

1. God says that He has prepared you for ____His purposes____________________

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

3. God says that serving Him and others leads to ___peace, love and joy____

4. God says that peace, love & joy are the ___soul’s____________ 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 __steward’s________________________ 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 ______preach the gospel________________________ 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:

_____A circumcised Jew, tribe of Benjamin

_____A “Hebrew of Hebrews” in regards to the law & tradition

_____A Pharisee, a zealous persecutor of Christians

_____Thoroughly trained in the law, fanatical zeal

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:

_____In prison frequently; 5 times received 40 stripes (i.e. was whipped, scourged);

_____3 times beaten with rods; stoned once; 3 times shipwrecked; spent a night and a day “in the deep”; weariness, toil, often sleepless, hunger, thirst, cold;

_____nakedness, etc.

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

Despite suffering many hardships, Paul nonetheless considered that:

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

2. Everything that came from knowing Christ was in the profit column.
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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<thead>
<tr>
<th>Spiritual Gifts</th>
<th>Prophet</th>
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<td>Apostle</td>
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<td>Teacher, Preacher (Evangelist)</td>
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<td>Experiences</td>
<td>Jew/Pharisee</td>
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<td>Expert in the law</td>
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<td>Miraculous conversion</td>
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<td>Relational Style</td>
<td>Dominant leader</td>
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<td>Mentor</td>
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<td>Vocational Skills</td>
<td>Tent-maker</td>
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<td>Teacher of the law</td>
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<td>Evangelist for Christ</td>
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<td>Enthusiasm</td>
<td>Devoted to God’s law</td>
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<td></td>
<td>A passion to preach the gospel</td>
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<td>A deep burden to save the Gentiles</td>
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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 ____lead_________ others successfully.

- Everything rises and falls on _____leadership__________________

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

- Your ___leadership____________ skills determine the level of your success

Leadership Can Be Taught

- Leadership is **not** an exclusive club for those who were __born with it____

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

- Leadership is __developed____________, not ___discovered____________
  \[\Rightarrow 10\% \text{ of leadership skills are gifted, while } 90\% \text{ are developed}\]

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

- A __model________ plus ____training_______ 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 objectives of the organization are implemented.

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

⇒ People don’t want to be managed, they want to be led.

⇒ If you want to manage somebody, manage yourself.

5 Differences Between Leadership and Management

1. **Leaders** are long-term thinkers; **Managers** are day-to-day oriented.

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

3. **Leaders** emphasize vision and values; **Managers** emphasize efficiency and performance.

4. **Leaders** have strong interpersonal skills; **Managers** rely on intimidation.

5. **Leaders** don’t accept the status quo; **Managers** don’t accept excuses.
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 ______ influence ______

- Most people define leadership as the ability to achieve a ___position_______

- True leaders know that leadership is the ability to obtain ___followers_______
  ⇒ Both Jesus and Hitler were outstanding leaders although they em-
    ployed different ___techniques_______ based on different ___values____

Everyone Influences Someone

- Sociologists estimate that even the most introverted individuals will influence ___ten thousand_________ people during their lifetimes

- Each one of us is constantly influencing ___others___________ even as we are being influenced ___by them_________________

- In any given situation within any given group, there is a ___prominent_______ influencer

- The issue is not whether you influence someone but rather ___what kind_______ of an influencer will you be?
Five Levels of Leadership

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

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

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

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

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

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

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

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

• The higher you go, the higher the level of __growth____________________
  ⇒ In order to reach the next higher level, greater commitment is required of both __you_________ and your __followers__________________.

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

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

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

- The position itself confers __authority_________, but real leadership is much more than merely having __authority_________.

- Positional leaders often lead by __intimidation________ and depend upon a rigid __pecking order________.

- People will not follow a positional leader __beyond__________ their defined authority level, only doing what they __have to____________.

- The difference between a positional Boss and a true Leader is:

  **Boss**
  - Depends on __authority_________
  - Inspires __fear_________
  - Says __I________
  - Fixes __Blame_________

  **Leader**
  - Depends on __good will______
  - Inspires __enthusiasm________
  - Says __We________
  - Fixes __Problems________

- Positional authority approaches don’t work well with __volunteers________ 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 __job description________________ thoroughly.

2. Be aware of the __history________________ of the organization.

3. Accept __responsibility__________.

4. Do __more__________ than expected.

5. Strive for __consistency__________ and __excellence__________.

6. Offer __creative ideas____ for improvement.

7. Encourage__ and __help__ the workers instead of __blaming__ them
Level 2: Permission

The Foundation

- This is the most often ___skipped___________________ level.
- True leadership begins with the __heart____________ not the __head_____.
- People don’t care how much you ___know____________ until they know how much you ___care_____________.
- You can love people without ___leading_____________ them, but you cannot truly lead people without ___loving_____________ them.
- Permissional leadership is getting people to do work for you when they are not ___obligated________________ to do so.
- The agenda of the Permissional Leader is not the ___pecking order_________ but people ___development______________.
- Leaders who are unable to build solid, lasting ___relationships____________ soon discover that they are unable to sustain effective ___leadership__________.
- Relationships are the ___glue_____________ that holds the ___team_________ together.

What to do to be successful at this level:

1. Possess and express a genuine ___love_____________ for people.
2. Care for ___people________ more than ___procedures__________________.
3. Help those who work with you to ___grow_____________________ and be ___successful__________________.
4. Try to view things through ___other people’s_____________ eyes.
5. Seek ___God’s wisdom & guidance_______ in dealing with difficult people.
Level 3: Production

The Growth Stage

- Instead of getting together just to get together, people come together to _______accomplish_________ a _______purpose_________.
- Everyone on the team is ___result-oriented_________.
- Information is freely ___shared__________.
- __Morale_________ is high and __turnover_____________ is low.
- ____Goals________ are being realized and __needs_________ are being met.
- __Problems_______ are solved with minimum effort.
- Leadership is __fun!_________________.

What to do to be successful at this level:

1. Develop and follow a statement of __prupose________ and __vision________
2. __Communicate________ the purpose and vision of the organization.
3. Establish _accountability_______ for results, beginning with _yourself____
4. Make the __difficult______ decisions that will make a __difference______
5. Become an agent of ___change________.
6. Focus on the _growth________ of the organization and the __growth________ of the people.
7. Keep everyone, including the __Holy Spirit___________, involved at all times in all major decisions.
Level 4: People Development
Superior Performance

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

- Great leaders produce great people who produce great results.

- Leaders are great not because of their power, but because of their ability to motivate and disciple others.

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

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

What to do to be successful at this level:

1. Realize that people are your most valuable asset.

2. Make your first priority developing others.

3. Be a role-model for others to emulate.

4. Expose key leaders to growth opportunities.

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

- Only a lifetime of __proven________________ leadership enables someone to attain this level.

- The Level 5 leader __transcends_____________ the organization.

- Followers are not only __loyal__________, they are __sacrificial__________

- __Jesus Christ_____________ and __the Apostle Paul_____________ exhibited these qualities in Biblical times.

⇒ Who do you think has achieved this level in the world today?
   - e.g. Billy Graham, Mother Theresa

What to do to be successful at this level:

1. Spend __many years________________ of leadership at Levels 1-4.

2. Follow the seven principles of __servant____________ leadership.

3. __Mentor________________ and __mold____________ others into leaders.

4. __Humble____________ yourself and wait for God to __exalt______ you.
The Foundation for Successful Leadership

You cannot be truly successful without:

• God’s Word 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

• God 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)

• Christ 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)

• The Holy Spirit 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 **setting priorities**

- The Pareto Principle tells us that **20%** of your priorities will yield **80%** of your 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 **400%** 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 **25%** return on your time (dotted line above).
Examples of the Pareto Principle

Time: __20__% of our time produces __80__% of the results.

Work: __20__% of the people do __80__% of the work.

Managing: __20__% of the people take up __80__% of your time.

Leadership: __20__% of the people will make __80__% of the decisions.

Success: __20__% of the people are responsible for __80__% of the success.

Application of the Pareto Principle

1. Determine which __20__% of the work will yield __80__% of the return.

   ⇒ Spend __80__% of your time on the __20__% top priorities.

   ⇒ Assign others to work on the __80__% lowest priorities.

2. Determine which __20__% of the people will produce __80__% of the work.

   ⇒ Spend __80__% of your management time with the top __20__% producers

   ⇒ Assign the top workers to do on-the-job training for the other __80__%

Organize or Agonize

• It’s not how ___hard______ you work, it’s how ___smart________ you work

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

• Decide what _todo______ and do it; then decide what ___not to do_________ and
don’t do it..

• Priorities never ___stay put_________, they continually ___change_______ and
demand ___re-evaluation_______
Setting Priorities

Place each potential project in one of the following categories:

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

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

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

_Low_ _ Importance _Low___ 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. __Requirements____________________
   
   • What is _required________ of you in your position?
   
   • What needs to be done that only _you________ can do?
   
   • What tasks can be ___delegated________ to others?
2. **Returns**

- Which tasks yield the highest ____returns______________?

- Determine whether your people are being ____misused____________

  **Abuse:** Too ____few________ are doing too ____much________

  **Disuse:** Too ____many________ are doing too ____little________

  **Misuse:** Too ____many________ are doing the ____wrong________ things

3. **Rewards**

- Are you doing what you do ____best______________?

- Are you doing what you ____love_____________ to do?

- When you are doing something you love to do and do well, it’s not
  ____work______, it’s ____fun________!

**Priority Principles**

- Too many priorities cause ____paralysis________________

- The art of being wise is the art of knowing what to ____eliminate____________

- ____95____% of achievement is knowing what you want.

- When ____little________ priorities demand too much of us, ____big______ problems arise.

- ____Efficiency____________ is the foundation for survival.

- ____Effectiveness__________ is the foundation for success.
The Most Important Ingredient of Leadership

• Integrity_____________ 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 __unified/complete______”

⇒ 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 __words________ and your ___deeds________ match up.

⇒ You are who you are no matter ___where_______ you are, ___what_____ you are doing, or __who________ you are with.

• The lack of integrity leads to a lack of __credibility____________, which further leads to a lack of ___trust_________ and __respect_________

⇒ “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 ___divided_______________ 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 do as much as who we are.
  ⇒ It is **who you are** that determines what you do.

- **Image** is what people think we are; **Integrity** is what we really are.

- If what you say and do are the same, the results are consistent.
  ⇒ What people hear they understand; What people see they believe.

<table>
<thead>
<tr>
<th>You say:</th>
<th>You do:</th>
<th>They will:</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Be on time!”</td>
<td>Arrive late</td>
<td>Arrive late</td>
</tr>
<tr>
<td></td>
<td>Arrive on time</td>
<td>Arrive on time</td>
</tr>
<tr>
<td>“Be positive!”</td>
<td>Exhibit a negative attitude</td>
<td>Exhibit a negative attitude</td>
</tr>
<tr>
<td></td>
<td>Exhibit a positive attitude</td>
<td>Exhibit a positive attitude</td>
</tr>
</tbody>
</table>

- **Integrity** has high influence value
  ⇒ The more credible you are, the more confidence people will place in you.

- Leaders must live by higher standards than followers.
  ⇒ Too many people are ready to assert the rights of leadership, but not to assume the responsibilities of leadership.

  ⇒ In **servant leadership**, rights decrease and responsibilities 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 who you 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 __living_______ it yourself ___before_______ leading others.

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

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

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

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

- **Integrity** is a product of your __value system________________

  ⇒ “**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 vision of what must be accomplished.

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

- With vision, the team is energized and focused invigorated with a contagious excitement.

- Without vision, interest fades, production falls, and personal agendas begin to surface.

All great leaders possess two qualities:

- Then know where they are going.

- They are able to persuade others to follow.

Four Vision Levels

1. Drifters never see it.

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

3. Achievers see it and pursue it.

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

- People do not follow a vision -- they follow a leader who has a vision and the ability to communicate 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 __prepared________ to see, not what __is_____
  ⇒ Your __perception________ is the __reality________

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

Successful leaders see on three levels:

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

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

3. **Possibility**: seeing what can be through the eyes of __vision______________
   - A __follower____________ lives only on Level 1
   - A __forecaster__________ lives only on Level 2
   - A __futurist____________ lives only on Level 3

  ⇒ A ___leader________ lives on Level 3, ___leads________ on Level 2, and ___listens______ on Level 1

Church Leaders Must Also See on a Higher Plane

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

2. Look through the eyes of __Christ____________________

3. Listen to the ____Holy Spirit_________________

4. Read _____God’s Word_______________ for confirmation
Hindrances to Vision-Casting

1. **Limited leaders** -- lack vision and/or the ability pass it on
2. **Concrete Thinkers** -- ask Why? instead of Why Not?
3. **Dogmatic Talkers** -- know everything; closed-minded
4. **Continual Losers** -- are afraid to risk failure
5. **Satisfied sitters** -- seek to preserve the status quo
6. **Tradition lovers** -- “that’s the way we always do it here”
7. **Census takers** -- seek to fade into the crowd
8. **Problem perceivers** -- see a problem in every solution
9. **Self-seekers** -- selfishly live only for themselves
10. **Failure Forecasters** -- sow the seeds of pessimism

Setting the Proper Environment

1. Let people see your **heart** before they see your **hope**
   - Cultivate trust; build strong relationships
2. **Paint** 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 **love** 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                           Without a vision
     _______ little, does _______                _______ much, does _______
     Strength from inner _________                Strength from outward _________
     _______ when problems arise                _______ 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 determined 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 ________ around __________ you -- what’s happening to others?
   • A ______ good____ idea becomes ______ great____ idea when people are ready
   • The leader who is ______ impatient_________ with people will be ineffective
   • If we run too far ahead, we lose our power to ______ influence____________

5. Look _______ ahead ______________ of you -- what’s the big picture?
   • Leaders look ______ beyond___________ the horizon
   • Leaders are not ______ preoccupied_________ with the “nuts & bolts”
   • Leaders are concerned with the organization’s overall ______ purpose_________ (i.e. why it exists and what it should accomplish)

6. Look ______ above______________ you -- what does God expect of you?
   • God’s gift to us is our ______ potential_____________ -- our gift to God is what we do with it.
   • Great leaders sense a ______ higher calling__________, one that lifts them above themselves
   • Great visions are ______ bigger______ than the person who dreams them
   • Great visions come from:
     _Knowing___________ God and His Will for you
     _Following__________ the guidance of the Holy Spirit
     _Sowing___________ 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</td>
<td>Choleric</td>
<td>Sanguine</td>
<td>Melancholy</td>
<td>Phlegmatic</td>
</tr>
<tr>
<td>Puzzle</td>
<td></td>
<td></td>
<td></td>
<td></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 __natural________ relational style..

- Each person has characteristics of all four relational styles, but typically just one of them is __dominant______________.

- Each style has its __strengths________ and __weaknesses______________

- To know your relational style is to know how _God_____ molded you to serve.

- God can use _any________ relational style to serve His purposes.

- Servant leaders must know how they _relate________ to others -- as well as how __others________ relate to them.

- Your natural style does not __automatically________ determine your behavior in every relationship and situation.

- Your natural style is not an excuse for __sinful________________ 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, extremely flexible</td>
<td>Loses sight of goals, poor follow-through; overlooks details</td>
</tr>
<tr>
<td><strong>Steady</strong></td>
<td>Cooperative, deliberate, supportive</td>
<td>Fails to confront, dislikes change, too compromising</td>
</tr>
<tr>
<td><strong>Conscientious</strong></td>
<td>Detailed, conscientious, cautious</td>
<td>Inflexible, rigid, indecisive</td>
</tr>
</tbody>
</table>

- Each **strength** out of control becomes a __________ weakness__________

- A **weakness** is not an excuse for __________ failure ______________ -- **instead**, we must learn to __________ overcome __________ our weaknesses.

- The **diversity** of relational styles may produce __________ conflict __________, but they provide an important __________ balance __________ that enables us to ______________ __________ accomplish what **God needs** us to do as a __________ team __________.
## 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>
<tr>
<td></td>
<td><strong>Steady Dependable:</strong> 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.</td>
</tr>
<tr>
<td></td>
<td><strong>Conscientious Analyst:</strong> 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.</td>
</tr>
</tbody>
</table>

**Dominant leaders** must, in general:

- Resist the urge to ___criticize_________
- Not jump in new directions too ___quickly____________ too ___often_______
- Recognize that there is more to life than ___work_________
- Be more ___patient____________ 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>
</tbody>
</table>

**Steady Dependable:** 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.

**Conscientious Analyst:** 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.

**Influencing expressors** must, in general:

- Know when to __ talk __________ and when to keep __ quiet __________
- Focus more on the ___ details __________
- Not ___ flit __________ from one topic or one job to another before the first is finished.
- Recognize that they need followers who can __ do __________ 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>
</tr>
</tbody>
</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 __risks________ and make key __decisions________
- Focus on the ____big picture_______ instead of the individual _tasks____
- ___Communicate_______________ more with other team members
- Provide more ___direction_________ 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>
<tr>
<td><strong>Steady Dependable:</strong> 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.</td>
<td><strong>Conscientious Analyst:</strong> 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.</td>
</tr>
</tbody>
</table>

**Conscientious analysts** must, in general:

- Be more ___flexible____________ and ___open-minded________
- Recognize the importance of ___deadlines____________
- Not lose sight of the ___forest____________ for the ___trees________
- Be less ___critical________ and more ___encouraging____________ 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? __Peter________________________
• What was the overall tone of his message? ____stern, forceful, authoritative____
• Was there any room for compromise in his comments? _Absolutely not____

Read Acts 15:36-41

• Who did Barnabas want to take with them on Paul’s proposed second missionary journey? __John Mark____________________________
• Why did Paul refuse to take John Mark with him? __John Mark had abandoned them on their first missionary trip__________________________
• What did Paul decide to do? ___Took Silas instead and split up with Ba-rnabas__________________________

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

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Committed, zealous</td>
<td>Controlling</td>
</tr>
<tr>
<td>Determined</td>
<td>Ignored people’s feelings</td>
</tr>
<tr>
<td>Decisive</td>
<td>Impatient</td>
</tr>
</tbody>
</table>
Influencing Expressor Leadership Style

Barnabas:

Read Acts 4:36-37

• Why was Joseph called Barnabas? ___He was the “son of encouragement”____

• What other characteristic is revealed about Barnabas in this passage? __________
  ____ a generous heart_____________________________________________

Read Acts 9:26-28

• What did the believers in Jerusalem think of Paul (whom they knew as Saul)?
  ___they were afraid of him and didn’t trust him______________________

• What did Barnabas do to influence the believers to accept Paul? _____________
  ___he spoke up in favor and support of Paul________________________

Re-read Acts 15:36-41 from Barnabas’ perspective.

• Why did Paul and Barnabas make such a good team? __Paul was strong, but no
  people-oriented; Barnabas was full of good-will_____________

• Why did they break up their ministry team? __Probably because Paul left with Si-
  las in a huff of impatience________________________________________

What characteristics of an Influencing Expressor did Barnabas exhibit in these three examples?

**Strengths**

__Enthusiastic, generous__

__An encourager, healer__

__Outgoing, a “people person”__

**Weaknesses**

__Backs down in confrontations__

__Too eager to please others__

__Prefers to interact, not act__
Steady Dependable Leadership Style

Abraham:

Read Genesis 12:10-20

• What did Abraham suggest that Sarah do? __Pretend to be his sister to potentially save his life______________________________

• What characteristic of Abraham’s relational style did this episode reveal? ___conflict avoidance________________________________________

Read Genesis 16:1-2

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

• What was Abraham’s response when Sarah complained about Hagar’s attitude? _____went along with it____________________________________

Read Genesis 22:1-19

• What was Abraham’s response when God told him to sacrifice his son Isaac? ___went along with it____________________________________

• What was Abraham’s response when God told him **not** to sacrifice Isaac? _________went along with it____________________________________

What characteristics of a Steady Dependable did Abraham exhibit in these examples?

**Strengths**

____Obedient__________________________

____Supportive________________________

____Cooperative_______________________

**Weaknesses**

____Avoids conflict____________________

____Over-compromising________________

____Too easily swayed_________________
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)? ______________________

_____strong desire to do what’s right__________________________

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? __righteous indignation and zeal__

___to uphold God’s laws__________________________

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? _________

____detail/information oriented________________________

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

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doing things right</td>
<td>Resistant to change (burning bush)</td>
</tr>
<tr>
<td>Detail oriented</td>
<td>Closed-minded</td>
</tr>
<tr>
<td>Conscientious</td>
<td>Rigid, myopic</td>
</tr>
</tbody>
</table>

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

Which relational style does 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>Steady Dependable witness</td>
</tr>
<tr>
<td>• Jesus displayed <strong>sensitivity and persuasiveness</strong> in his conversation with the woman at the well.</td>
<td></td>
</tr>
<tr>
<td>Mark 11:15-17</td>
<td><strong>Dominant Leader</strong></td>
</tr>
<tr>
<td>• Jesus <strong>confronted</strong> the religious leaders in the temple when he <strong>forcefully</strong> dealt with the money-changers.</td>
<td></td>
</tr>
<tr>
<td>Matthew 22:23-46</td>
<td><strong>Conscientious Analyst</strong></td>
</tr>
<tr>
<td>• In debating with the Pharisees and Sadducees, Jesus <strong>clearly stated</strong> God’s intentions through Scriptural references and <strong>strictly adhered</strong> to God’s standards of holiness.</td>
<td></td>
</tr>
<tr>
<td>John 8:2-12</td>
<td><strong>Influencing Expressor</strong></td>
</tr>
<tr>
<td>• Jesus <strong>defused</strong> the angry mob who wanted to stone the adulteress by <strong>relating</strong> directly to their own imperfections.</td>
<td></td>
</tr>
</tbody>
</table>

⇒ Jesus displayed all the ___strengths_________ of each relational style with none of the ___weaknesses_________.

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

## Go Thou and Do Likewise

• With _____Jesus____________ as our **model** and the ___Holy Spirit_____ 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

Encourage ___________ others to serve.

Qualify ______________ them for service.

Understand ___________ their needs.

Instruct _____________ them to do the work.

Pray ________________ for them.
Step 1: Encourage Them to Serve

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

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

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

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

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

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

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

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

2. Members are **equipped** 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? **Trust Him:**

He is going ahead to prepare a place of them in heaven; He will come back for them.

Read **John 14:5-7**. How did Jesus’ response to Thomas’ question provide encouragement? **If we know Jesus, we know God; Jesus is the way**

Read **John 14:12-14**. What did Jesus promise His followers? **If we have faith, we will do even greater things that Jesus; He will do whatever we ask in His name (i.e. according to His nature and character) so that the Son may bring glory to the Father**
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? He was glad and encouraged them to remain true to the Lord

Read Acts 11:25-26:

- Why did Barnabas then go to get Paul to come to Antioch? Paul was the leader and teacher, not Barnabas; so they functioned well as a team

- What did Paul and Barnabas do for the next year? Taught great numbers of people and led many to the Lord

Paul the Encourager

Read 1Thessalonians 4:18 & 5:11:

- What did Paul encourage the Thessalonians to do? To encourage one another, notcondemn

The Holy Spirit - Our Helper and Encourager

To encourage literally means to call to one’s side, 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 __training________________ is like enthusiasm without ___direction____________

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

Qualify has two meanings in this context:

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

2. The person must possess a certain level of ___giftedness____________ for the ministry that you have encouraged them to enter.
   - This relates directly to the person’s spiritual __SHAPE_____________ that is covered in the 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? ___Willingness to give up their families, jobs and give away everything they owned – i.e. to love Jesus more than anything or anyone in the world ______

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

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

Important Note: No one is ___perfect__________

- Seek a loving balance between ___high____________ standards and the reality of human ____imperfection_______
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? _Paul trained_ Timothy as they traveled together; he was a role model and mentor to Timothy.

- Read 1 Timothy 1:3 -- When Timothy was ready, what did Paul encourage Timothy to do? _Stay in Ephesus and stop people from following and spreading false doctrine._

- Read 2 Timothy 2:2 -- After Timothy was more experienced, what did Paul then encourage him to do? _To entrust what Timothy had learned to other faithful, qualified people to teach others; i.e. to delegate and multiply._

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

Paul → Timothy → Reliable Men → Others

⇒ A servant leader qualifies others by knowing their _skills_ and _experiences_ 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 _SHAPE_ profile with the _job description_.

⇒ Another way is to spend _time_ with them and begin to understand their _needs_ and _commitment_ 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 __respond____________ 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? __They lacked faith and prayer_____________________

- What did Jesus do to respond to the disciples’ need? _He explained what they had done wrong with constructive criticism_____________________

⇒ By observing the __fruits___________ 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 __observe_________ them in their ministry.

⇒ To equip others means to spend ___time________ 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 to pray____________________

- How did Jesus respond to this need? ___Gave them a model prayer________

⇒ Jesus understood His disciples’ needs because he __listened____________ to them.

⇒ Thus, another good way to understand the needs of those you equip is to __spend time_ with them and __listen to__ 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 *instruct* those they recruit.

- Problems *always* surface when workers go untrained.

- Training keeps everyone on the same *page* and track.

- Workers need to know what is *expected* of them and how to do the *tasks* 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 **parables**, but to the disciples He **explained** everything.

Read **Luke 17:7-10**

- What was this lesson about? **To be a disciple of Jesus, you must have the attitude of a servant**
Read **Mark 10:42-45**: 

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

**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 ___Teach the things that Paul had taught him______________________
- v.12 ___Set an example for others to follow____________________________
- v.13 ___Devote himself to public reading of scripture, preaching and teaching__
- v.14 ___Don’t neglect his spiritual gifts______________________________
- v.15 ___Be diligent________________________________________________
- v.16 ___Watch his life and doctrine closely to save others______________

- Paul ___equipped________ Timothy by teaching him how to ___minister______ to those in his care.

- Paul’s instructions were ___clear_________ and ___specific_____________

- Paul’s instructions came out of Paul’s _____experience_______________ and ___wise____d______
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 __human________________ means.

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

• Even Jesus’ disciples could not cast out a demon due to a lack of __faith_____ and ____prayer____________

Jesus’ Example:

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

• v.6-10: Jesus summarized his __equipping____________ of the Disciples and expressly prayed for _them_____ in this prayer, not for the ___world________

• v. 11-12: Jesus prayed for his disciples’ __protection__________________ and they would remain __one_______ with God.

• v13: Jesus prayed that the disciples would have the full measure of His _joy___

• v14-16: Jesus prayed that the disciples not be taken from the world, but rather be protected from the __evil one (i.e. Satan)__

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

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

Read \textit{Ephesians 6:18-20}:

- Paul taught that \underline{prayer} is our most powerful weapon in the ongoing spiritual conflict.
- Who did Paul ask them to pray for? \underline{the saints}
- Who else did Paul ask them to pray for? \underline{himself}

\textbf{Leadership Prayers}

- Servant leaders should never \underline{stand} to lead until they \underline{kneel} to pray.
- Servant leaders know that their power comes from \underline{God} and not from \underline{themselves}.
- The effectiveness of equipping others is not in technique, but in \underline{prayer}.
- Prayer gives \underline{discernment}, \underline{protection} and \underline{power} to those who lead.
- Prayer is God’s answer to our \underline{weaknesses}.
- And always remember that we are most effective when \underline{others} support us in their \underline{prayers}. 
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 __team______________ with others to serve.

- Servant leaders know that leadership is a __team sport________________

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

T.E.A.M. Ministry

T
  ogetherness ____________________________

E
  mpowerment ____________________________

A
  ccountability __________________________

M
  entoring _______________________________

- Leaders are not __lone rangers______________, they involve others to reach a __shared________________ goal.

- Servant leaders are ___player____________ 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 three disciples with Him wherever He went.

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

- Jesus also sent his disciples out two by two -- 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? the Holy Spirit

- Who also helped them? John Mark

Togetherness

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

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

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

- Team ministry flourishes where there is a sense of belonging 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. ___”With me” (i.e. share His purposes)____________
2. ___”Gather with me” (i.e. follow Him)________________________________

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

Read Matthew 16:21-23. Why did Jesus rebuke Peter? ___for not supporting His purposes and mission______________________________

• ___Division____________ within a team can destroy it.

Read Mark 6:7-13:

• Another sign of how Jesus fostered togetherness is that He shared His ___authority_____________ and ___responsibility__________

• Why do you suppose Jesus instructed His disciples to take nothing with them? ___to instill trust and confidence in Him__________________

• What were the results of the disciples’ first missionary journey without Jesus? ___drove out demons, healed many – very successful________________

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 ___power_____________ and ___authority____________.

⇒ Servant leaders ___empower_____________ members on their team to reach a ___shared____________ goal.

⇒ If team members are not empowered, the ___leader_____________ does all the ___work____________.

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

- It is the leader’s responsibility to ___encourage/delegate___ and ___motivate________ followers to participate.

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

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

⇒ It takes ___time____________ and ___effort_________ to empower someone.

Read 1 Corinthians 12:14-26

- What two harmful thoughts can potentially destroy the church?

1. ___Team members don’t belong and have nothing to contribute___

2. ___Members feel totally self-sufficient and feel that they don’t need anyone else___
Jesus Empowered His Disciples

Read Matthew 28:18-20

- What two points did Jesus stress to His disciples?
  1. __All authority had been given to Jesus_____________________________________
  2. __He was going to share that authority with them_________________________

Read Acts 1:8

- What did Jesus say the disciples would receive? __Power_____________________
- How would they receive it? __When the Holy Spirit descended upon them_

Paul Empowered His Team

Read Acts 18:1-4

- What did Paul do to empower Aquila & Priscilla? __He stayed with them and worked with them__________________________________________

Read Acts 18:18

- Who traveled with Paul on his next mission? __Aquilla and Priscilla_______

Read Acts 18:19-21

- What did Paul do with Priscilla & Aquila? __Left them in Ephesus to help lead the church there_____________________________________

Read Acts 18:24-26

- How did Priscilla’s and Aquila’s response to Apollos demonstrate their maturity as servant leaders? __They felt empowered and responsible to address this young teacher’s ministry (i.e. they didn’t feel treated, inadequate or uninvolved)________
To follow Paul’s example, you must:

1. _Teach_________ and ___model________ the gospel as you work with others.
2. _Encourage________ others to join ministry teams.
3. _Empower_________ them to take on servant leadership roles themselves.

**Accountability**

- Accountability means that you are held _reponsible____________ for your words and deeds.

- Accountability is the _glue/bond________ that keeps team members working ___together________ toward the same goal.

- With accountability, team members can __count on____________ others to do what they say they will do.

- Jesus taught that everyone must ____account____________ for their words and deeds to __God____________.

  ⇒ “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 __team________________ and their team’s __goals________________

**Read Hebrews 13:17**

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

1. __The leaders are responsible for the team’s performance____
2. __The leader’s work will be a joy, which is advantageous for the entire team_________________________
Read Mark 8:31-33

- Why did Jesus rebuke Peter so harshly? Because Peter offered Jesus the same easy path to victory that Satan offered Him in the wilderness.

Team Accountability

- The team is accountable to the _leader__________ and each __other_____

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

⇒ The Bible says relatively little about __leadership_____________ and a great deal about ___”followership”__________

⇒ Servant leaders know how to ___follow____________

⇒ Servant leader organizations are more fluid than worldly organizations, with ___leaders__________ becoming ___followers_____________ and ___followers__________ becoming ___leaders_____________ from time to time depending on their gifts and skills.

Mentoring

- A mentor is a ___guide____________

- Mentors _____model_________ 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 ___example____________ as well as literally following Him from place to place...
Record below ways in which Jesus mentored His disciples:

Matthew 5:1-2  He taught them
Mark 6:32-44  He demonstrated God’s power
Luke 6:12  He modeled the prayerful life
John 13:3-5  He used footwashing to model & demonstrate servanthood

Paul on Mentoring

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

- How did Paul describe Timothy?  He would remind them (i.e. model) Paul’s selfless life in Christ

Read 1Timothy 4:12

- What did Paul tell Timothy to do?  Set an example

- Timothy was to model for the church what a life in Christ was like in love, faith, purity and daily life

Everyone Needs a Mentor

We all need:

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

2. A  Barnabas -- a partner who encourages you and holds you accountable

3. A  Timothy -- a protégé who’s growth you are guiding

⇒ Unless there are future leaders, there is no future