



8 Core Leadership Practices

Place a # (1=Almost never; 2=Seldom; 3=Occasionally; 4=Usually; 5=Almost Always) next to the statements below that describe how often they show up in your setting.

- 1 | I EMBRACE & EMBODY** our congregation's shared vision, values and culture.
 - I am mindful of God's active presence in my life and open to ways that God can use me to serve others.
 - I have a plan for growing as a leader, growing in faith and for creating vital congregations.
 - My words and actions build up others, and reflect what matters most to God.
 - I model a humble spirit that is open to new ideas and approaches, and to where God might be leading us.

- 2 | I ENVISION** a preferred future that is shared by other leaders.
 - I paint a picture of how our congregation can live into its preferred future and culture.
 - I help people see how our programs and activities connect to our mission, vision and values.
 - I share stories about people contributing, in meaningful ways, toward God's preferred future.
 - I engage members in conversations about how they experience God's presence and live out their callings.

- 3 | I ENLIST** self-aware leaders who are solutions-oriented and make things happen.
 - I select hungry, humble and self-aware leaders who embrace our vision, values and culture.
 - I enlist leaders who "play well with others" and are skilled at developing trusting relationships.
 - I have a plan for positioning individuals on the right teams, doing the right work, for the right reasons.
 - I am willing and able to move people out of leadership roles who are not hungry, humble, and self-aware.

- 4 | I ENABLE** leaders to lead and execute, by building better systems and tools.
 - I help leaders plan, promote and lead better meetings and events.
 - I provide people with job descriptions, rosters, and reporting tools to increase clarity and transparency.
 - I help create systems that help people connect with God, each other, and with our local community.
 - I help create systems for helping leaders plan, manage well, and communicate well.

- 5 | I ENGAGE** leaders in fierce conversations about assumptions, approaches & results.
 - I create safe spaces for people to share their assumptions, expectations, viewpoints and dreams.
 - I'm willing to name, in constructive ways, the "sacred cows" and the "elephants in the room."
 - I raise questions during meetings about our church's actions, attitudes, assumptions, and approaches.
 - I root out a complacency and instill a culture of calling, creativity, excellence and experimentation.

- 6 | I EMPOWER** leaders to continually act, inspect, improve, and innovate.
 - I help individuals and teams to set, fulfill, celebrate, and learn from their short-term goals.
 - I help leaders learn to evaluate and interpret their results, and apply new learnings to future settings.
 - I invite leaders into conversations about exploring better ways to increase one's reach and impact.

- 7 | I EQUIP** individuals and teams with plans and tools for growing as spiritual leaders.
 - I help leaders identify "next steps" in their spiritual and leadership development.
 - I help leaders mentor others while also finding people who can mentor them.
 - I demonstrate how leaders can anticipate and adapt to ongoing societal changes.

- 8 | I ENCOURAGE** the heart of my leaders and celebrate their gifts and callings.
 - I recognize people for their contributions and commitments to our shared mission and values.
 - I express confidence in people's abilities; I give them permission to try new things and new roles.
 - I learn the life and faith stories of my team members; I frequently affirm and encourage them.

