



Leadership University

PARTICIPANT GUIDE

SESSION 1

Introduction to Leadership



Leadership Definitions

- * The simplest definition is probably: “Influence.”
- * “The ability to inspire others to pursue a preferred future.”
- * “Leadership is translating vision into reality.” Warren Bennis
- * “Leadership is the process of influencing others to achieve a common goal.”

7 KEY TRAITS OF A LEADER

Leaders Demonstrate...

I. Trustworthy Character – it’s about who you are when no one is looking

This includes:

- Love
- Honesty / Integrity
- Humility / Servant Leadership
- Stability
- Teachability
- Sincere walk with God
- Yieldedness to the Holy Spirit
- Commitment to the authority of God’s Word

Modeled by Jesus: His whole life (Matthew, Mark, Luke, John) When Jesus washed the disciples' feet (John 13:1-17; 34-35).

CHARACTER leads to TRUST!

II. Building Camaraderie – it's about how you relate to others

This includes:

- Loving people authentically.
- Building Teams.
- Intentional apprenticing.
- Creating a sense of meaning in every person in the organization. Why are we doing this?
- Building and sustaining relationships.
- Realizing that every person is a significant and valuable individual.
- High commitment to resolving conflicts.
- Helping others maximize their full God-given potential.

Modeled by Jesus: The focused time He spent with His disciples (Mark 6:30-32). He spent time teaching them and then gave them an assignment to begin implementing what He had been teaching and modeling (Mark 6:7-13,30; Luke 9:1-6, 10). How He dealt with Nicodemus and the Woman at the well (John 3 & 4). He spent time with the 3, the 12, the 70 (Luke 10:1), and the crowds. The preeminent value / ethic Jesus taught was LOVE (Matthew 22:37-39; John 13:34-35; Galatians 5:14. Jesus willingly served and sacrificed for others – ultimately giving His very life for others (Matthew 27; Mark 15; Luke 23; John 13:3-17; John 19).

III. Vision Alignment – it's about where you're headed

This includes:

- A clear and compelling image of a preferred future.
- A clear sense of your own "Life Mission."
- The ability to chart a new direction/path.
- A persistent focus on aligning all decisions and resources with the organization's vision.
- The ability to communicate and inspire people to pursue a preferred future.

- A clear understanding and motivation to explain “WHY” we are doing this.
- Creating a sense of meaning in every person in the organization.
- Vision-casting continually!! Vision leaks.

Modeled by Jesus: His life mission was crystal clear. He knew where He was going with His life, and where He wanted to lead others (Luke 19:10; John 6:38; 17:4; Matthew 22:37-39; Matthew 28:18-20).

IV. Insightful Wisdom – it’s about making decisions from a long-term perspective

- Gathering and analyzing pertinent information - getting the facts.
- Self-awareness - knowing your strengths and weakness; processing through past emotional and relational baggage; demonstrating a desire to discover, expose and deal with personal blind-spots; and having a clear sense of one’s own “Life Mission.”
- Knowledge of resources available.
- Knowing the organization/ministry and having a clear sense of what they are attempting to achieve.
- Knowing how others have tackled similar assignments.
- Using sound judgment.
- Projecting how facts will/might affect things long term.
- The conscious and/or unconscious ability to sift decisions through key filters.

Modeled by Jesus: He is the all-knowing God. He had total knowledge and wisdom and insight. He always knew what was right and best. Peter said, ... “Lord, You know all things;...” John 21:17

V. Clear Communication – it’s about what you transmit to others

This includes:

- Relaying information in a clear and sensitive way.
- An ability to inspire and motivate others.
- Having credibility. (Which goes back to character)
- Being accurate and truthful.
- Being a good listener.

- Seeking to understand others.
- Must figure out when to speak and when not to speak, and how much to say.
- Being curious and asking good questions.

Modeled by Jesus: Jesus was the Master Communicator (Matthew 7:28,29; Mark 11:18).

VI. Persevering Courage – this is about how you respond to challenges (having the courage and determination to move against fears and obstacles)

This includes:

- Being self-motivated / pro-active / an initiator.
- Having “edge” – the willingness and courage to make the tough calls.
- Having the courage to face and manage conflict in a healthy way.
- Keeping all the resources aligned in the right direction – aimed at the target.
- Promoting change and continuous improvement.
- Demonstrating GRIT, the drive and energy to do whatever it takes to accomplish the vision, including reinventing self, and/or the organization.
- Having the energy to energize others.
- The ability to anticipate and adjust or change courses.

Modeled by Jesus: Nothing was going to stand in the way of Him accomplishing His mission. Said “no” to staying put in one place. Set His face toward Jerusalem. In the Garden of Gethsemane prayed, “...not My will, but Thine be done” (Luke 22:42).

VII. Change Implementation – this is about making course corrections or adjustments to stay relevant and focused on the objective (having the courage, insight, and determination to bring about needed change even when it’s difficult and painful)

This includes:

- Being crystal clear about what the objective / preferred future / the vision / the destination is.
- Being ruthlessly honest about the reality of the situation.
- Clarifying “WHY” change is critical, but speaking that truth in love.
- Identifying the consequences of NOT making the changes.

- Identifying the gap between reality and the preferred future.
- The ability to come up with a realistic and doable game-plan / strategy.
- The ability to vision-cast the need for change to key “stakeholders,” and inspire them to make the sacrifices needed to pursue the preferred future.
- A willingness to courageously and pro-actively implement the plan through the ups and downs.

Modeled by Jesus: He continually challenged man-made traditions (religious rituals, legalism and hypocrisy) with “the way of love.” (Good Samaritan, Luke 10:25-37) (Healing of the sick on the Sabbath, Matthew 12:1-13) He painted word-pictures and challenged people to pursue the Kingdom of God (a preferred future) through His sermons, parables (three powerful parables talking about God’s longing to see lives changed from “lost” to “found,” Luke 15), and personal interactions with people (Nicodemus, John 3). He provided a simple, but doable strategy to change the world by spreading the Gospel (Matthew 28:18-20), beginning where they were and moving outward in concentric circles as His witnesses (Acts 1:8) making disciples who make disciples, who make disciples, who make disciples.



Group discussion





1. Exercise: “WHAT’S REALLY IMPORTANT?” Read through these questions and scriptures. Take some time to journal, write out your answers to each of these questions.

2. Read:

3. Memory verse: James 1:5

“If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him.” James 1:5 (ESV)

WHAT’S REALLY IMPORTANT?

Everyone has values, but few people have sat down and specifically identified them. The first step in developing your life plan, the purpose God has for you, is to clarify your values. Get alone with a pen and paper and ask yourself these questions. Then make a list of the 5-10 most important values you want to build your life on in the space provided after the Scripture references.

1. What do I value most? What matters most?
2. What adjectives would I like to describe me?
3. Am I doing what I really care about doing?
4. What is vitally important to me?...has some importance?...none?
5. What would I like people to remember about me?
6. If I were to write a letter to my children on what is most important in life, what would I tell them?
7. What in my life is trivial and what is essential?
8. What should I hold onto and what should I let go of?
9. Where do I get my values? Where do I want them to come from?
10. How much of what I’m doing will count 20 years from today?



"But seek first the kingdom of God and his righteousness, and all these things will be added to you." Matthew 6:33 (ESV)

"And he [Jesus] said to him, 'You shall love the Lord your God with all your heart and with all your soul and with all your mind. ³⁸This is the great and first commandment. ³⁹And a second is like it: You shall love your neighbor as yourself. ⁴⁰On these two commandments depend all the Law and the Prophets.'" Matthew 22:37-39 (ESV)

"For the whole law is fulfilled in one word: 'You shall love your neighbor as yourself.'
Galatians 5:14 (ESV)

"Trust in the LORD with all your heart, and do not lean on your own understanding. ⁶In all your ways acknowledge him, and he will make straight your paths." Proverbs 3:5-6 (ESV)

"For this is the love of God, that we keep his commandments. And his commandments are not burdensome." 1 John 5:3 (ESV)

"He who loves money will not be satisfied with money, nor he who loves wealth with his income; this also is vanity." Ecclesiastes 5:10 (ESV)

"And he said to them, 'Take care, and be on your guard against all covetousness, for one's life does not consist in the abundance of his possessions.'" Luke 12:15 (ESV)

"A good name is to be chosen rather than great riches, and favor is better than silver or gold." Proverbs 22:1 (ESV)

"The fear of man lays a snare, but whoever trusts in the LORD is safe." Proverbs 29:25 (ESV)

"Turn my eyes from looking at worthless things;..." Psalm 119:37a (ESV)

“Whoever pursues righteousness and kindness will find life, righteousness, and honor.”
Proverbs 21:21 (ESV)

“...whoever loses his life for my sake will find it.” Matthew 10:39b (ESV)

“For this very reason, make every effort to supplement your faith with virtue, and virtue with knowledge, ⁶and knowledge with self-control, and self-control with steadfastness, and steadfastness with godliness, ⁷and godliness with brotherly affection, and brotherly affection with love. ⁸For if these qualities are yours and are increasing, they keep you from being ineffective or unfruitful in the knowledge of our Lord Jesus Christ. ⁹For whoever lacks these qualities is so nearsighted that he is blind, having forgotten that he was cleansed from his former sins.”

2 Peter 1:5-8 (ESV)

What are the 5-10 most important values I want to build my life on?

SESSION 2

Trustworthy Character



- Memory verse: James 1:5
- Book review
- Review: "WHAT'S REALLY IMPORTANT?" (Homework)



LEADERS DEMONSTRATE...

I. Trustworthy Character – it's about who you are when no one is looking, when it's just you and God

This includes:

- Love
- Honesty / Integrity
- Humility / Servant Leadership
- Stability



- Teachability
- Sincere walk with God
- Yieldedness to the Holy Spirit
- Commitment to the authority of God's Word

Modeled by Jesus: His whole life (Matthew, Mark, Luke, John). When Jesus washed the disciples' feet, He modeled humility and servant leadership (John 13:1-17; 34-35). Dying on the cross was the ultimate demonstration of love, sacrifice and selflessness (Luke 23:26-46; John 19:16-36; Philippians 2:6-8). Jesus did only what the Heavenly Father guided Him to do (John 5:19). Jesus loves us fully, with the greatest love there is (John 15:9-13).



Discussion:

- Why was character so critical to Jesus' leadership?
- How important do you think character is in leadership? Why?

CHARACTER leads to TRUST!

"Trust is the lubrication that makes it possible for... [things to get done].... Trust implies accountability, predictability, reliability."



"Leaders" by Bennis & Nanus, pg. 43

SELF-LEADERSHIP QUOTES:

“The single greatest distinguishing factor between good leaders and great leaders is self-leadership, emotional self-control, which is a leader’s ability to navigate the highs and lows of leadership, the ability to overcome personal discouragement, to maintain sober minded in a crisis, to keep ego at bay at all times, and to stay focused on the life mission.”

“Exceptional leaders distinguish themselves because of superior self-leadership.” Daniel Goldman, psychologist, and author, Emotional Intelligence

- **Would you agree or disagree with these quotes? Why?**

SELF-LEADERSHIP QUESTIONS

1. Is my passion for God burning hot? So hot that it ignites people around me? What do I need to do to pour fresh fuel on my passion fire? It’s my job to keep my fire lit.
2. Is my character fully submitted to Jesus? Is it really?
3. Is my pride in check, or is my ego messing with my leadership decisions?
4. Are my fears at bay, or do I let my worries and anxieties creep into my leadership decisions?
5. Is my psychological baggage affecting current decisions?
6. Are my ears open to the whispers of the Holy Spirit?
7. Is my pace sustainable?
8. Is my heart for God increasing or decreasing?

We must be ruthlessly honest in dealing with these questions!

- How do you think your life would benefit if you honestly worked through these questions on a regular basis?
- Which 2 of these issues do you think most people ignore? And what is the result?
- Which 2 most resonate with you? Why?

“4Cs” when looking for a high-capacity volunteer / leader / team member:

Character + Competence + Chemistry + Culture = TEAM FIT



1. Exercise: Journal on a different “SELF-LEADERSHIP QUESTION” each day of the week.

2. Read:

3. New memory verse: Philippians 2:3-4 (James 1:5)

“Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. ⁴Let each of you look not only to his own interests, but also to the interests of others.”

Philippians 2:3-4 (ESV)

SESSION 3

Building Camaraderie



- Memory verses: James 1:5; Philippians 2:3-4
- Book review
- Review “Self-Leadership Questions”



LEADERS DEMONSTRATE...

2. Building Camaraderie – it’s about how you relate to other

This includes:

- Loving people authentically
- Building Teams
- Intentional apprenticing



- Creating a sense of meaning in every person in the organization
- Building and sustaining relationships
- Realizing that every person is a significant and valuable individual
- High commitment to resolving conflicts
- Helping others maximize their full God-given potential

Modeled by Jesus: The focused time He spent with His disciples (Mark 6:30-32). He spent time teaching them and then gave them an assignment to begin implementing what He had been teaching and modeling (Mark 6:7-13,30; Luke 9:1-6, 10). How He dealt with Nicodemus and the Woman at the well (John 3 & 4). He spent time with the 3, the 12, the 70 (Luke 10:1), and the crowds. The preeminent value / ethic Jesus taught was LOVE (Matthew 22:37-39; John 13:34-35; Galatians 5:14) Jesus willingly served and sacrificed for others – ultimately giving His very life for others (Matthew 27; Mark 15; Luke 23; John 13:3-17; John 19).



- How did Jesus model His high value for relationships and camaraderie?
- How did Jesus model “servant leadership”?
- How should Jesus’ example influence our leadership?
- What are some of the best practices you use to resolve conflict?

Key Habits:

Leadership is all about people!

- **Learn to relate, get along, and enjoy people.**
- **Value people.**
- **Don't skim relationally.**
- **Study the life of Jesus and how He related and dealt with people.**
- **Serve others. We are called to be servant leaders.**
- **Be curious about people's lives.**
- **Gain respect and trust by caring about people and being a person of character.**
- **Keep your word.**

When working with volunteer leaders or staff who are over a ministry or project three key topics to address during "check-in" meetings are:

3 Ms FOR CHECK-IN MEETINGS:

MOVE FORWARD – What do you need to **MOVE FORWARD?** - update

MODIFY – What do you need to **MODIFY?** – what are the adjustments that need to be made?

MOTIVATE – before they leave encourage, motivate, inspire, compliment, thank them. – You want them to leave so inspired and motivated they're floating a few inches off the ground and ready to "take the hill!"



1. Exercise: Have participants journal using the questions from: “WHAT ARE MY STRENGTHS?” (Questionnaire is below. We will clarify what your God-given S.H.A.P.E. is next session)

2. Read:

3. Dissect a difficult conversation you believe you could have handled better. Write out a plan to handle the situation differently. Implement the plan.

4. New memory verse: Ephesians 4:29 (and James 1:5; Philippians 2:3-4)

“Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.” Ephesians 4:29 (ESV)

WHAT ARE MY STRENGTHS?

If you want to understand God’s will for your future, always examine God’s work in your past. Learn from your experiences! Since God planned your “S.H.A.P.E.” before you were born, then what you were good at when you were 5, 10 or 15 years old, you’ll be good at when 65. Look for any repetition of abilities you’ve used in different circumstances.

1. What peak experiences have I had in life? Great moments when I did something well, and enjoyed it. Forget what others thought about it. What experiences have mattered to you? Try to list several for each 10-year period of your life. Pay attention to the verbs you’ve used.
2. What are the things I do well, and I enjoy doing?
3. What has been my most passionate ambition?
4. What activities give me the most pleasure when I’m not at work?
5. What activities cause time to “fly by” when I’m focusing on them?
6. What parts of my current job do I enjoy most?

7. What subjects have continued to interest me after I finished school?
8. What do I deeply care about accomplishing?
9. Am I doing more or less of what I do well than I used to do?
10. Am I developing my strengths or are they getting weaker?
11. What are the things others expect me to do that I do poorly and have little interest in?
12. What do I wish I could stop doing?



"Now there are varieties of gifts, but the same Spirit ⁵ and there are varieties of service, but the same Lord; ⁶ and there are varieties of activities, but it is the same God who empowers them all in everyone." I Corinthians 12:4-6 (ESV)

"But let each one test his own work, and then his reason to boast will be in himself alone and not in his neighbor." Galatians 6:4 (ESV)

"For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them. Ephesians 2:10 (ESV)

Jesus – "We must work the works of him who sent me while it is day; night is coming, when no one can work." John 9:4 (ESV)

"For as in one body we have many members, and the members do not all have the same function, ⁵ so we, though many, are one body in Christ, and individually members one of another." Romans 12:4-5 (ESV)



SESSION 4

Vision Alignment



- Memory verses: Ephesians 4:29 (and James 1:5; Philippians 2:3-4)

“Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.” Ephesians 4:29 (ESV)

- Book review
- Review: “WHAT ARE MY STRENGTHS?” (Homework)



LEADERS DEMONSTRATE...

Vision Alignment – it’s about where you’re headed

This includes:

- A clear and compelling image of a preferred future.



- A clear sense of your own “Life Mission”.
- The ability to chart a new direction/path.
- A persistent focus on aligning all decisions and resources with the organization’s vision.
- The ability to communicate and inspire people to pursue a preferred future.
- A clear understanding and motivation to explain “WHY” we are doing this.
- Creating a sense of meaning in every person in the organization.
- Vision-casting continually!! Vision leaks.

Modeled by Jesus: His life mission was crystal clear. He knew where He was going with His life, and where He wanted to lead others. (Luke 19:10; John 6:38; 17:4; Matthew 22:37-39; Matthew 28:18-20)



- What are some key examples of Jesus communicating a fresh and compelling vision?
- What did Jesus come to earth to do? How should that influence our life mission? Our purpose in life?
- Why is vision so important for leadership?
- Why is alignment with the church’s/organization’s vision so critical?
- Stop and dream - where do you see our church 10 years from now?



**LEADERS MUST
BE ABLE TO
CAST VISION!!**

When vision casting

Start with the.....
Clarify the.....
Finish with the.....



- Leaders need to understand God's vision for their own lives!!

"LIFE MISSION STATEMENT"

KEY TOOLS for developing your "LIFE MISSION STATEMENT":

- WHAT'S REALLY IMPORTANT?
- WHAT ARE MY STRENGTHS?
- ESTABLISHING A LIFE MISSION STATEMENT / WHAT IS A LIFE MISSION STATEMENT?'
- HOW HAS GOD SHAPED ME?

ESTABLISHING MY LIFE MISSION STATEMENT

Jesus – "I glorified you on earth, having accomplished the work that you gave me to do." John 17:4 (ESV)

Paul – "But I do not account my life of any value nor as precious to myself, if only I may finish my course and the ministry that I received from the Lord Jesus, to testify to the gospel of the grace of God."

Acts 20:24 (ESV)

"For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them." Ephesians 2:10 (ESV)

I. WHAT IS A LIFE MISSION STATEMENT?

A description of what I believe God wants me to do with my life.

1. It's more than _____.
2. It defines true _____.
3. It's based on God's _____.
4. It expresses my S.H.A.P.E. (God-given wiring)
5. It clarifies my _____ in life.

II. HOW DO I DISCOVER MY LIFE MISSION?

"Therefore do not be foolish, but understand what the will of the Lord is." Ephesians 5:17 (ESV)

"Whoever walks in integrity walks securely, but he who makes his ways crooked will be found out."

Proverbs 10:9 (ESV)

ASK YOURSELF 3 QUESTIONS

1. WHAT WILL BE THE _____ OF MY LIFE?

GOD SAYS: HE MADE ME TO _____.

"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.'³⁸ This is the great and first commandment." Matthew 22:37-38 (ESV)

"So, whether you eat or drink, or whatever you do, do all to the glory of God." I Corinthians 10:31 (ESV)

“Have this mind among yourselves, which is yours in Christ Jesus,” Philippians 2:5 (ESV)

2. WHAT WILL MY _____ BE?

GOD SAYS: HE MADE ME TO _____.

“...walk in a manner worthy of the calling to which you have been called,” Ephesians 4:1b (ESV)

Paul – “But I do not account my life of any value nor as precious to myself, if only I may finish my course and the ministry that I received from the Lord Jesus, to testify to the gospel of the grace of God.”
Acts 20:24 (ESV)

Jesus – “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” Matthew 28:19-20 (ESV)

Jesus – “A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. ³⁵ By this all people will know that you are my disciples, if you have love for one another.” John 13:34-35 (ESV)

3. HOW WILL I LEVERAGE MY _____?

GOD SAYS: HE MADE ME TO USE MY UNIQUE S.H.A.P.E. TO _____.

“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace:”
1 Peter 4:10 (ESV)

“For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.” Ephesians 2:10 (ESV)

S.H.A.P.E.

HOW HAS GOD SHAPED ME?

“Your hands shaped me and made me...” Job 10:8a (NIV)

- **God has been molding and shaping you for ministry since you were born. In fact, God started uniquely shaping you even before you were born!**

“I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well. ¹⁵ My frame was not hidden from you, when I was being made in secret, intricately woven in the depths of the earth.” Psalm 139:14-15 (ESV)

1. I was _____ for a purpose.
2. I am _____!
3. I am _____.

“But who are you, O man, to answer back to God? Will what is molded say to its molder, ‘Why have you made me like this?’” Romans 9:20 (ESV)

“Now there are varieties of gifts, but the same Spirit; ⁵ and there are varieties of service, but the same Lord; ⁶ and there are varieties of activities, but it is the same God who empowers them all in everyone.

⁷ To each is given the manifestation of the Spirit for the common good.” I Corinthians 12:4-7 (ESV)

MY S.H.A.P.E. WILL HELP DETERMINE MY LIFE-MISSION

GOD'S PURPOSE FOR OUR LIVES IS DETERMINED BY SEVERAL FACTORS:

S_____

"...But each has his own **gift** from God, one of one kind and one of another." I Corinthians 7:7b (ESV)

What am I **GIFTED** to do?

H_____

"Whatever you do, work **heartily**, as for the Lord and not for men," Colossians 3:23 (ESV)

What do I **LOVE** to do?

A_____

"and I [God] have filled him with the Spirit of God, with **ability** and intelligence, with knowledge and all **craftsmanship**," Exodus 31:3 (ESV)

What **NATURAL TALENTS & SKILLS** do I have?

P_____

"For who knows a person's thoughts except the spirit of that person, which is in him?..."

I Corinthians 2:11a (ESV)

How does God want to use my **PERSONALITY** to fulfill His purpose?

E_____

"Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort,
⁴ who comforts us in all our affliction, so that we may be able to comfort those who are in any affliction,
with the comfort with which we ourselves are comforted by God." II Corinthians 1:3-4 (ESV)

What LIFE-EXPERIENCES does God want me to leverage for His purpose?

- What _____ experiences does God want you to leverage to benefit others? (Formal or informal)
- What _____ experiences does God want you to leverage to benefit others?
- What _____ experiences does God want you to leverage to benefit others?

Don't waste your pain!

- We will give you additional tools to process your spiritual gifts next session.



1. Exercise: Journal using the questions from the “ESTABLISHING MY LIFE MISSION” form:

- What will be the CENTER of my life?
- What will my LIFE-MESSAGE be?
- How will I leverage my unique GOD-GIVEN S.H.A.P.E.? (Pay special attention to your difficult and painful experiences)
- Read back over your journal entries from the “WHAT’S REALLY IMPORTANT?” AND “WHAT ARE MY STRENGTHS?” worksheets.

2. Read:

3. New memory verse: Acts 20:24; (continue to review Ephesians 4:29; and James 1:5; Philippians 2:3-4)

“But I do not account my life of any value nor as precious to myself, if only I may finish my course and the ministry that I received from the Lord Jesus, to testify to the gospel of the grace of God.”

Acts 20:24 (ESV)

SESSION 5

Insightful Wisdom

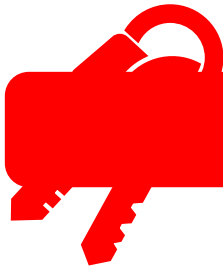


- Memory verses: Acts 20:24 (James 1:5; Philippians 2:3-4; Ephesians 4:29)

Paul – “But I do not account my life of any value nor as precious to myself, if only I may finish my course and the ministry that I received from the Lord Jesus, to testify to the gospel of the grace of God.”

Acts 20:24 (ESV)

- Book review
- Journal: What was most challenging about working on your “LIFE MISSION STATEMENT”? What was most thought provoking? How do you think your life would be different if you lived your life in alignment with a personal “LIFE MISSION STATEMENT?”



LEADERS DEMONSTRATE...

Insightful Wisdom – it's about making decisions from a long-term perspective

This includes:

- Gathering and analyzing pertinent information - getting the facts.
- Self-awareness - knowing your strengths and weakness; processing through past emotional and relational baggage; demonstrating a desire to discover, expose and deal with one's own blind-spots.
- Knowledge of resources available.
- Knowing the organization/ministry and having a clear sense of what they are attempting to achieve (vision).
- Knowing how others have tackled similar assignments.
- Using sound judgment.
- Projecting how facts will/might affect things long term.
- The conscious and/or unconscious ability to sift decisions through key filters.

Modeled by Jesus: He is the all-knowing God. He had total knowledge and wisdom and insight. He always knew what was right, and best, and wise. Peter said, ... "Lord, You know all things;..." John 21:17

Filters:

1. Is it _____?

2. What, if any, kind of _____ will this set?

3. Is this decision in alignment with our _____?

4. Does this decision reflect _____ for all those affected?

5. How will this negatively or positively affect _____?

6. Would we want and be able to do this if the organization were _____?

7. Does this reflect _____?

8. What are the _____ of taking this path?

9. Will this decision take us where we _____ in the long term?

10. What's the _____ thing to do?

11. Is it _____?

12. Do we have the _____ (time, people, finances, etc.) to do this while
maintaining _____?

What are some other filters that can help you make leadership decisions?

13. _____

14. _____

15. _____



- **What are your filters?**
- **What are some additional filters you need to incorporate into your decision-making process?**
- **What decisions are most difficult for you? What could you do to develop “leadership muscles” in that area?**



- 1. Make a list of key “filters” you use to make decisions in your personal life / marriage?**
- 2. Make a list of filters you feel you need to try to incorporate into your decision making “grid”?**
- 3. Read:**
- 4. Review all your verses: James 1:5; Ephesians 4:29; Philippians 2:3-4; Acts 20:24**
- 5. Journal: Continue working on your “LIFE MISSION STATEMENT.” Focus specifically on your S.H.A.P.E.**

See Appendix D for: Online “Spiritual Gift” article and survey / assessment

<https://www.lifeway.com/en/articles/women-leadership-spiritual-gifts-growth-service>

However, the best way to figure out your Spiritual Gift, is:

- **Self-assessment**
- **Family and Friend’s assessment and input**
- **Journaling**
- **Putting yourself in a situation to use this gift:**
 - Is it rewarding?
 - Are you fruitful?
 - Are you effective?
 - Is it energizing?

Ex: If you think you have the gift of teaching and you're energized by teaching, but people are bored, falling asleep, and don't seem to be having moments where the "light-bulb" goes on for them, then you probably don't have the gift of teaching.

There are 4 primary Scriptures related to Spiritual Gifts:

Each of the "lists" of Spiritual Gifts are different. Since these "lists" are taken from different letters going to different churches, it is often assumed that these are not necessarily exhaustive lists. Even combining them may not be an exhaustive list of all the possible Spiritual Gifts. Nevertheless, combined, they provide at least an exemplary list of the Spiritual Gifts God has provided to His followers.

Romans 12:3-10

Ephesians 4:11-13

I Corinthians 12-14

I Peter 4:10-11

- We do not choose our gifts. They are sovereignly bestowed by God as a "gift" to be used in the body, not for personal recognition.
- If we are followers of Jesus, we have at least one spiritual gift, probably several. It is helpful to know our primary gifts so we can leverage them for God's glory.
- Nobody has all the spiritual gifts, but all Christians have at least one.

Tools to help understand how our PERSONALITY influences our S.H.A.P.E.

FREE online personality assessments:

DISC: <https://www.truity.com › test › disc-personality-test>

Myers Briggs: <https://www.truity.com/test/type-finder-personality-test-new>

APEST: <https://designdiscovery.com/fivefold-spiritual-gifts-test/#>

FOR A FEE:

Working Genius: workinggenius.com

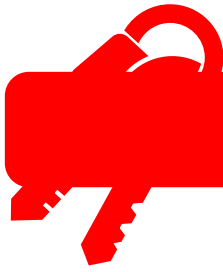


SESSION 6

Clear Communication



- Memory verses: James 1:5; Ephesians 4:29; Philippians; 2:3-4 Acts 20:24
- Book review
- Review:
 1. What are the top two filters you feel you need to try to incorporate into your decision making “grid” to enhance your “Leadership Wisdom”?
 2. Share what you’ve discovered about your S.H.A.P.E. Where have you gained clarity when it comes to your “LIFE MISSION STATEMENT”? Where are you struggling?



LEADERS DEMONSTRATE...

Clear Communication – it's about what you transmit to others

This includes:

- Relaying information in a clear and sensitive way.
- An ability to inspire and motivate others.
- Having credibility.
- Being accurate and truthful.
- Being a good listener.
- Seeking to understand others.
- Must figure out when to speak and when not to speak, and how much to say.
- Being curious and asking good questions.



- What are some of the things Jesus did extremely well when communicating with people?
- What are some helpful principles or guidelines for communicating better?

Guidelines for better communication:

1. Think through the right words ahead of time.
2. Presentation is everything.
3. Use word pictures when possible.
4. If at all possible, be positive, express hope, extend the benefit of the doubt.
5. Pray for perspective, self-control, and humility.
6. Extend grace. Assume there is another perspective. Assume the best.
7. Give the benefit of the doubt
8. "Train wrecks," things falling apart must be addressed (or problems get bigger). Ask, rather than accuse: "What happened?"
9. Speak the truth in love.
10. Model a willingness to take responsibility for your own mistakes.
11. Take advantage of the opportunity to validate the person.
12. When it's a difficult conversation, it's helpful to have a follow up conversation. "Are we okay? Is there anything else we need to deal with?"
13. Rather than expressing frustration, anger, or arguing, learn to use the phrase, "Help me understand..." (with a truly curious and open mind).

- It is very difficult to lead in any significant area without strong communication skills.
- Push yourself to take on positions where you have to speak in public.
- The more critical the issue being addressed the more important it is to practice (go over) what you are actually going to say.



1. Read:

2. Memory verses: Matthew 22:37-38 (James 1:5; Ephesians 4:29; Philippians 2:3-4; Acts 20:24)

“And he [Jesus] said to him, ‘You shall love the Lord your God with all your heart and with all your soul and with all your mind.’³⁸ This is the great and first commandment.³⁹ And a second is like it: You shall love your neighbor as yourself.” Matthew 22:37-39 (ESV)

**3. Exercise: How do your spiritual gifts influence your “Life Mission Statement?”
Fine Tune – “Life Mission Statement.”**

Two parts to a “Life Mission Statement:”

- * God’s universal purpose for the lives of all followers of Jesus.
- * God’s unique purpose for your life based on your God given S.H.A.P.E. (your unique wiring).

SESSION 7

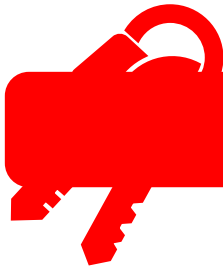
Persevering Courage



- Memory verses: Matthew 22:37-38; James 1:5; Ephesians 4:29; Philippians 2:3-4; Acts 20:24

“And he [Jesus] said to him, ‘You shall love the Lord your God with all your heart and with all your soul and with all your mind.’³⁸ This is the great and first commandment. ³⁹ And a second is like it: You shall love your neighbor as yourself.” Matthew 22:37-39 (ESV)

- Book review
- Review:
What was most challenging about working on your “LIFE MISSION STATEMENT”? What was most thought provoking?
How is it unique?
Is it biblical?
Will it help you say “yes” and “no” to demands on your time/life?
What is your unique life contribution / message?



LEADERS DEMONSTRATE...

Persevering Courage – this is about how you respond to challenges

This includes:

- Being self-motivated / pro-active / an initiator.
- Having “edge” – the willingness and courage to make the tough calls.
- Having the courage to face and manage conflict in a healthy way.
- Keeping all the resources aligned in the right direction – aimed at the target.
- Promoting change and continuous improvement.
- Demonstrating GRIT, the drive and energy to do whatever it takes to accomplish the vision, including reinventing self, and/or the organization.
- Having the energy to energize others.
- The ability to anticipate and adjust or change courses.

Modeled by Jesus: Nothing was going to stand in the way of Him accomplishing His mission. Said “no” to staying put in one place. Set His face toward Jerusalem. In the Garden of Gethsemane prayed, “...not My will, but Thine be done.” (Luke 22:42)

Leaders play hurt!!



- What are some additional ways in which Jesus modeled “grit,” persevering courage?
- Do you think Jesus could have accomplished what He did without persevering courage? Without grit? Why? Or why not?
- Why do you think this leadership trait is so critical?
- What do you think are the biggest challenges to being an effective leader? (Top 3) Why?
- What do you need to do to develop this trait more fully in your life?



1. Read:

2. Memory verses: Deuteronomy 31:8 (Matthew 22:37-38; James 1:5; Ephesians 4:29; Acts 20:24; Philip-
pians 2:3-4)

“It is the Lord who goes before you. He will be with you; he will not leave you or forsake you. Do not
fear or be dismayed.” Deuteronomy 31:8 (ESV)

3. Exercise: Fine Tune – “Life Mission Statement.”

4. Exercise: Begin to process how God could use you more fully in the expansion and advancement of
His Kingdom, His redemptive cause, in His church body? Take at least 30 minutes, as “Think Time,” to be
still and ponder.

SESSION 8

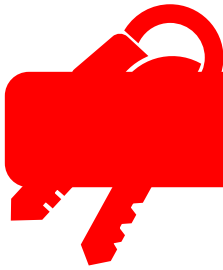
Change Implementor



- Memory verses: Deuteronomy 31:8 (Matthew 22:37-38; James 1:5; Ephesians 4:29; Philippians 2:3-4; Acts 20:24)

“It is the Lord who goes before you. He will be with you; he will not leave you or forsake you. Do not fear or be dismayed.” Deuteronomy 31:8 (ESV)

- Book review
- Review:
 1. What was most challenging about working on your “LIFE MISSION STATEMENT”? What was most thought provoking?
 2. Has anyone got their “LIFE MISSION STATEMENT” down to a paragraph, or 1-3 sentences? Would you be willing to share it with the group?



LEADERS DEMONSTRATE...

Change Implementation – this is about making course corrections or adjustments to stay relevant and focused on the objective

This includes:

- Being crystal clear about what the objective / preferred future / the vision / the destination is.
- Being ruthlessly honest about the reality of the situation (strengths, weaknesses, ruts, excuses, fears, desire for control, desire for comfort, for status-quo, for what we know, biases, differentiating between personal tastes, personal preferences, and what is best for the organization).
- Clarifying “WHY” change is critical, but speaking that truth in love.
- Identifying the consequences of NOT making the changes.
- Identifying the gap between reality and the preferred future.
- The ability to come up with a realistic and doable game-plan / strategy.
- The ability to vision-cast the need for change to key “stakeholders,” and inspire them to make the sacrifices needed to pursue the preferred future.
- A willingness to courageously and pro-actively implement the plan through the ups and downs.

Modeled by Jesus: He continually challenged man-made traditions (religious rituals, legalism, and hypocrisy) with “the way of love.” (Good Samaritan, Luke 10:25-37) (Healing of the sick on the Sabbath Matthew 12:1-13), He painted word-pictures and challenged people to pursue the Kingdom of God (a preferred future) through His sermons, parables (three powerful parables talking about God’s longing to see lives changed from “lost” to “found,” Luke 15), and personal interactions with people (Nicodemus, John 3). He provided a simple, but doable strategy to change the world by spreading the Gospel (Matthew 28:18-20), beginning where they were and moving outward in concentric circles as His witnesses (Acts 1:8) making disciples who make disciples, who make disciples, who make disciples.



- What are some other examples of Jesus implementing change? How challenging do you think that change would have been for the people involved?
- What changes do you potentially need to make to live out your personal “Life Mission Statement”?
- How receptive to positive/healthy change do you think our church family is?
- How receptive to positive/healthy change do you consider yourself to be?

“True Success” is being right in the center of God’s will for your life!!



1. Read:

**2. Memory verses: Deuteronomy 31:8 (Matthew 22:37-38; James 1:5; Ephesians 4:29; Acts 20:24; Philip-
pians 2:3-4)**

3. Fine Tune – “Life Mission Statement.”

**4. Journal: How could God use you more fully in the expansion and advancement of His Kingdom, His redemptive cause, in His church body? Take at least 30 minutes, as “Think Time,” to ponder this ques-
tion. Write down any ideas that come to mind.**

SESSION 9

Wrap Up



- Memory verses: Deuteronomy 31:8; Matthew 22:37-38; James 1:5; Ephesians 4:29; Philippians 2:3-4; Acts 20:24
- Book reviews:
- Review:
What was most challenging about working on your “LIFE MISSION STATEMENT”? What was most thought provoking? What was most helpful?



- What has been the most helpful/beneficial aspect of this time together?
- What could be done to make this more effective / better / more practical?





"LEADERSHIP PATH"




APPENDIX A

Leadership University Book List

1. **"Developing The Leader Within You,"** by John C. Maxwell
2. **"FOCUS: The Future of Your Company Depends on It,"** by Al Ries
3. **"Generation iY – Our Last Chance to Save Their Future,"** by Tim Elmore
4. **"Good To Great: Why Some Companies Make the Leap and Others Don't,"** by Jim Collins
5. **"Great By Choice,"** by Jim Collins
6. **"How The Mighty Fall: And Why Some Companies Never Give In,"** by Jim Collins
7. **"How To Win Friends and Influence People,"** by Dale Carnegie
8. **"Lead Like IT Matters: 7 Leadership principles for a Church that Lasts!",** by Craig Groeschel
9. **"It's Your Ship: Management Techniques from The Best Ship in the Navy,"** by Captain D. Michael Abrashoff
10. **"Leadership and Self-Deception – Getting Out of The Box,"** by The Arbinger Institute
11. **"Made to Stick,"** by Chip Heath & Dan Heath
12. **"Making Vision Stick,"** by Andy Stanley
13. **"Nuts: Southwest Airlines Crazy Recipe for Business & Personal Success,"** by Kevin and Jackie Freiberg
14. **"On Becoming a Leader,"** by Warren Bennis
15. **"Switch – How to Change Things When Change Is Hard,"** by Chip Heath & Dan Heath
16. **"The 21 Irrefutable Laws of Leadership: Follow Them and People Will Follow You",** by John C. Maxwell
17. **"The 80/20 Principle: The Secret to Achieving More with Less",** by Richard Koch

- 
18. **"The Advantage: Why Organizational Health Trumps Everything Else in Business,"** by Patrick Lencioni
 19. **"The Five Temptations of a CEO,"** by Patrick Lencioni
 20. **"The Next Generation Leader: 5 Essentials for Those Who Will Shape the Future,"** by Andy Stanley
 21. **"The Power of Full Engagement: Managing Energy, Not Time, Is the Key to High Performance & Personal Reward,"** by Jim Loehr & Tony Schwartz
 22. **"Visioneering: God's Blueprint for Developing and Maintaining Vision,"** by Andy Stanley
 23. **"Boundaries for Leaders,"** by Dr. Henry Cloud
 24. **"Necessary Endings,"** by Dr. Henry Cloud
 25. **"Rare Leadership,"** Marcus Warner & Jim Wilder
 26. **"Emotional Intelligence 2.0,"** by Travis Bradberry
 27. **"Difficult Conversations,"** by Douglas Stone, Bruce Patton, Sheila Heen
 28. **"Never Split the Difference,"** by Chris Voss with Tahl Raz
 29. **"Sticky Teams,"** by Larry Osborne
 30. **"Communicating for a Change,"** by Andy Stanley and Lane Jones
 31. **"Center Church,"** Timothy Keller
 32. **"The Unstuck Church: Equipping Churches to Experience Sustained Health,"** by Tony Morgan
 33. **"Smart Leadership,"** by Mark Miller
 34. **"The Emotionally Healthy Leader,"** by Peter Scazzero
 35. **"The Longview: Lasting Strategies for Rising Leaders,"** by Roger Parrott
 36. **"Leaders Who Last,"** by Dave Kraft
 37. **"Leading Major Change,"** by Jeff Lorg
 38. **"Pioneering Movements,"** by Steve Addison
 39. **"Leading Change Without Losing It,"** by Carey Nieuwhof
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40. **“Do Lead,”** by Les McKeown
 41. **“When Church Conflict Happens,”** by Michael Hare
 42. **“A Tale of Three Kings,”** by Gene Edwards
 43. **“The Multiplication Effect,”** by Mac Lake
 44. **“Know What You’re FOR,”** by Jeff Henderson
 45. **“How to Ruin Your Life,”** by Eric Geiger
 46. **“The ONE Thing,”** by Gary Keller and Jay Papasan

RECOMMENDED LEADERSHIP PODCASTS

- **Craig Groeschel Leadership Podcast**
 - **Maxwell Leadership Podcast**
 - **At the Table with Patrick Lencioni**
 - **The Working Genius Podcast with Patrick Lencioni**
 - **Battle Ready with Erwin Raphael McManus & Aaron McManus**
 - **The Global Leadership Podcast**
 - **The Andy Stanley Leadership Podcast**
 - **Carey Nieuwhof Leadership Podcast**
 - **Exponential Podcast**
- 

APPENDIX B

“LIFE MISSION STATEMENT” TOOLS

- WHAT’S REALLY IMPORTANT? pgs. 6-8
- WHAT ARE MY STRENGTHS? pgs. 16-17
- ESTABLISHING A LIFE MISSION STATEMENT? pgs. 21-23
- HOW HAS GOD SHAPED ME? – S.H.A.P.E. pgs. 24-26

* A LIFE MISSION STATEMENT is a personal definition of success!!

EXAMPLE: ESTABLISHING MY LIFE MISSION

I. WHAT WILL BE THE CENTER OF MY LIFE?

- Success is knowing, loving, & trusting God.

Matthew 22:37-38; I Corinthians 10:31

Proverbs 3:5-6; Proverbs 9:10; Jeremiah 9:23-24

II. WHAT WILL MY LIFE-MESSAGE BE?

- Success is thinking and acting like Christ in every situation.

Romans 8:29; Philippians 2:5

- Success is helping people see they matter to Christ, that He wants to have a relationship with them, and that He has a purpose for their lives.

Matthew 28:19-20; Acts 20:24

- **Success is having those who know me best respect me most.**

Proverbs 20:7; Psalm 101:2; Ephesians 4:1

- **Success is being wise and balanced.**

Proverbs 4:7-8; Proverbs 9:11

- **Success is doing my part to maintain my health and energy in order to do God's will.**

III John 2; Proverbs 14:30; Romans 12:1-2

III. HOW WILL I LEVERAGE MY UNIQUE S.H.A.P.E. TO HELP OTHERS?

- **Success is discovering, developing and using the abilities (S.H.A.P.E.) God has given me.**

Romans 12:4-10; I Peter 4:10

- **Success is meeting my wife's needs so well she's never tempted to look elsewhere.**

Ephesians 5:2; I Peter 3:7; Hebrews 13:4

- **Success is raising my kids to love God with all their hearts, to have biblical convictions about right & wrong, to know their worth and feel loved, and to know their strengths and life purpose.**

Ephesians 6:4

- **Success is using my gifts in the role of pastor by leading, feeding, and loving the flock.**

I Peter 5:2-4; Hebrews 13:7; I Corinthians 13:3

- **Success is helping set in motion a multiplying movement of healthy, prevailing churches.**

Acts 13:36

Sample of “Core Values”:

7 CORE VALUES

1. Uncompromising commitment to Biblical Authority

We believe God has spoken to us through the Bible and we recognize it as the final authority for our lives.

Are your priorities consistent with Scripture?

Psalm 119:105; II Timothy 3:16,17; James 1:23-25

2. Intimacy with God

God desires an intimate relationship with each of us.

Is your relationship with God growing?

Matthew 11:28-30; John 15:5-15

3. Staying in Touch - Cultural Relevance

We believe the church should be culturally relevant.

Are the environments you serve in appealing, engaging, and helpful?

I Corinthians 9:19-23; Galatians 1:8-10; I Peter 3:15; Jude 1:3,4

4. Loving Relationships

We believe accountability, belonging, care, and spiritual growth happen best within the context of relationally-connected Christ-followers.

Are you in a Small Group?

Luke 6:12,13; John 13:34,35; Acts 2: 42-47; Romans 12:9,10,18

5. Our Best - Excellence

We believe giving our best honors God and inspires people.

Are you giving God your best?

Proverbs 27:17; Malachi 1:6-14; Colossians 3:17, 23,24

6. Interconnected Selfless Service

We believe our abilities and gifts have maximum impact when humbly exercised in tandem with others to support our vision & strategy.

Where are you serving?

John 13:1-17; Romans 12:4-5; Philippians 2:3-5

7. Concern for the Disconnected - Relational Evangelism

We believe lost people matter to God and that His message of forgiveness is most effectively conveyed within the context of personal relationships.

Who are you investing in?

Luke 5:30-32; Luke 15; Luke 19:10; Matthew 18:12-14; I Timothy 2:3-5; II Peter 3:9

APPENDIX C

Spiritual Gifts Survey

Online “Spiritual Gift” article and survey / Assessment:

<https://www.lifeway.com/en/articles/women-leadership-spiritual-gifts-growth-service>

Spiritual Gifts Assessment Tool: Discover Your God-Give Spiritual Gifts

Use these tools to help you to understand how God has gifted you.

by Lifeway Staff, September 10, 2015 at 8:00 AM

Use these tools to help you to understand where you are spiritually and how God has gifted you. As a church leader you can empower the people in your church to serve with their gifts and encourage them in their spiritual growth.

Spiritual Gifts Assessment Tools

- Spiritual Gifts Survey (Discovery Tool)
- Spiritual Gifts List (List of Gifts and Scripture References)
- Where do you feel God leading you to serve Him? (Discovery Tool)

God invites us to “give our spiritual gifts away” through service. Here are some ways to encourage people in your church to serve using their spiritual gifts.

What the Bible Says about Spiritual Gifts

Here are a few verses to get you thinking about what you need to reinforce (Paul’s basic description of a spiritual gift can be found in 1 Corinthians 12:4-11):

- Each believer is given at least one gift. (1 Corinthians 12:7)
- The Holy Spirit determines who receives which gifts. (1 Corinthians 12:11)
- Each gift is equally valuable. (1 Corinthians 12:21-26)
- We are to use our gifts to serve others for the benefit of the body. (Romans 12:6-8; Ephesians 4:12)
- We are commanded to use our gifts. (1 Peter 4:10)
- Exercising our gifts will help us develop spiritual maturity. (Ephesians 4:13)

APPENDIX D

Pray for Revelation

God will reveal our gifts through His Holy Spirit. Believers should pray and study what God says about gifts in His Word. We should also remember God uses other believers to affirm our gift. Sometimes God may also use spiritual gift assessment tools to reveal His gifts.

Match Gifts with Ministry Opportunities

Once gifts are discovered, the next step is to take action on that discovery. Here is an example of a way to match interests and gifts with ministry opportunities.

Spiritual Growth

Your spiritual journey as a follower of Christ began the moment you admitted personal sin and placed your trust in Christ as Savior and Lord. From that point, until death or the return of Christ, your life's call is to grow in Christlikeness.

God expects His children to grow spiritually and His Word encourages personal examination as an element of growth.

The assessment (download from the link to the right) helps you think carefully about your spiritual development related to six specific spiritual disciplines; abiding in Christ, living in the Word, praying in faith, fellowshiping with believers, witnessing to the world, ministering to others.

“Discover Your Spiritual Gifts!”, by Gene Wilkes

“A spiritual gift is an expression of the Holy Spirit in the life of believers which empowers them to serve the body of Christ, the church. Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11 contain representative lists of gifts and roles God has given to the church. A definition of these gifts follows.”

Leadership - Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).

Administration - Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).

Teaching - Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).

Knowledge - The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God's Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).

Wisdom - Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).

Prophecy - The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).

Discernment - Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).

Exhortation - Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).

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Download the Spiritual Gifts Survey from LifeWay.com. Gene Wilkes is pastor of Legacy Church, Plano, Texas. This article was adapted from "Jesus on Leadership: Developing Servant Leaders," by Gene Wilkes (LifeWay Christian Resources 1998). Ken Hemphill, "Serving God: Discovering and Using Your Spiritual Gifts" (Dallas: The Sampson Company, 1995); "Your Spiritual Gifts Can Help Your Church Grow" by C. Peter Wagner, Copyright © 1979, Regal Books, Ventura, CA 93003. These definitions exclude the "sign gifts" because of some confusion that accompanies these gifts and because they are difficult to fit into ministries within a typical church's ministry base







IBSA

