



APPLICATION TOOL 15

Servant Leadership Reflection

The *Heart* of the Servant Leader—Motivation

Rating*

- | | | | | |
|---|---|---|---|---|
| 1. I depend on the work of the Holy Spirit in my life and relationships. | R | O | F | C |
| 2. I actively seek and encourage feedback on my leadership. | R | O | F | C |
| 3. I take personal risk to support and protect others. | R | O | F | C |
| 4. I share credit for the result of my group's efforts. | R | O | F | C |
| 5. I avoid letting my own self-interests and needs negatively impact my leadership. | R | O | F | C |

The *Head* of the Servant Leader—Leadership Point of View

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|--|---|---|---|---|
| 6. I align my leadership point of view to that of the Scriptures. | R | O | F | C |
| 7. I treat growth and development of people as being equally important as producing results. | R | O | F | C |
| 8. I develop, communicate, and reinforce a clear vision and set of rank-ordered operating values for my group. | R | O | F | C |
| 9. I communicate my leadership point of view to members of my organization. | R | O | F | C |

*Rating Scale: R = rarely, O = once in while, F = frequently, C = consistently

The <i>Hands</i> of the Servant Leader—Leadership Behavior	Rating			
10. I practice the role of a performance coach, empowering others for their work.	R	O	F	C
11. I test for understanding and establish clear performance goals when assigning tasks within my group.	R	O	F	C
12. I apply different leadership styles depending on the development level of the individuals assigned to perform specific tasks.	R	O	F	C
13. I praise progress and am actively engaged in day-to-day coaching.	R	O	F	C
14. I take positive action to resist the temptations to manipulate the fears and pride of others to get things done.	R	O	F	C

The *Habits* of the Servant Leader—Daily Recalibration

15. I call upon the Holy Spirit to guide my words, thoughts, actions, and behaviors.	R	O	F	C
16. I practice the discipline of solitude.	R	O	F	C
17. I employ prayer as my first response instead of my last resort in meeting the challenges, temptations, and opportunities of my work.	R	O	F	C
18. I seek God’s wisdom in the study of Scripture to stay focused on being a servant leader.	R	O	F	C
19. I maintain active accountability relationships to keep making progress on my good intentions as a servant leader.	R	O	F	C

My Most Important Learning Needs

- The leadership motivation-related actions (Heart) I need to focus on for improvement are:

- The leadership point of view-related actions (Head) I want to focus on for improvement are:

- The leadership behavior-related actions (Hands) I want to focus on for improvement are:

- The leadership habits I want to focus on for improvement are:

Servant Leadership Bible Study

To explore more deeply the biblical teaching on Servant Leadership read and reflect upon each of the ten passages below. Focus on one per day as part of your daily prayer time. Reflect on Bible's understanding and how you can grow as a servant leader who walks in the footsteps of *the* servant leader, Jesus Christ.

1. John 13:1-17 (Jesus, Servant Leader)
2. Mark 10:35-45 (To Serve, Not Be Served)
3. Isaiah 52:13—53:12 (Jesus, The Suffering Servant)
4. Mark 9:33-37 (The First Must Be Last)
5. Luke 22:24-30 (The Greatest Is the One Who Serves)
6. Revelation 5:1-14 (Jesus, the Ultimate Servant Leader)
7. 1 Timothy 5:1-25 (Servant Leadership and Power)
8. Hebrews 4:14-16 (Leading by Serving)
9. Acts 4:36-37, 9:26-30, 13—14 (Barnabas, Servant Leader)
10. Philippians 2:19-24 (Timothy, Servant Leader)

Learn More about Servant Leadership

Blanchard, Ken and Phil Hodges. *Lead Like Jesus*. Nashville: W, 2005.

Doohan, Leonard. *Spiritual Leadership—The Quest for Integrity*. New York: Paulist, 2007.

Geoffrion, Timothy. *The Spirit-Led Leader*. Herdon: Alban, 2005.

Harney, Kevin. *Leadership from the Inside Out—Examining the Inner Life of a Healthy Church Leader*. Grand Rapids: Zondervan, 2007.

Jones, Jeffrey D. *Heart, Mind, and Strength: Theory and Practice for Congregational Leadership*. Herdon: Alban, 2008.

McCormick, Blaine and David Davenport. *Shepherd Leadership*. San Francisco: Jossey Bass, 2003.