

# Measuring Your Leadership Growth

(An Evaluation for Growing Leaders)

*“Search me, O God, and know my heart; Try me and know my anxious thoughts; and see if there be any hurtful way in me, and lead me in the everlasting way.” (Psalm 139:23-24)*

In this chapter, let's push the pause button and evaluate your leadership growth. Take time to stop now and measure the central qualities that healthy, effective, lasting leaders possess. This list of characteristics is timeless and universal. It will measure your leadership qualities. Talk about your responses to these with the rest of the group. Do others agree with your assessment? Let's get started.

## 1. \_\_\_\_\_

Strong character enables leaders to possess integrity, to earn trust, to gain respect, to experience consistency, and to communicate credibility.

**Character is the sum-total of four ingredients in a leader's life:**

### a. \_\_\_\_\_

A strong moral compass comes only through people who have established their identities as “new creatures in Christ.” They don't have to prove anything or hide anything. This breeds trust among others.

### b. \_\_\_\_\_

God desires to construct in us a positive mental and emotional framework. Emotional stability is like the infrastructure that holds a leader up in crisis.

### c. \_\_\_\_\_

Leaders must be principle-centered. They can't drift with the culture and change the foundation on which they stand morally or spiritually. Values include the ethics and principles for which we stand and on which we stand.

### d. \_\_\_\_\_

We must determine we will lead our own lives well before we can expect anyone else to follow us. As Paul says in I Timothy 3:5, *“If anyone does not know how to manage his own family, how can he take care of God's church?”*

KEY  
POINTS

CHECK YOUR  
HEART

**As you think about your own character, rate yourself on the following:**

- a. I assume responsibility for myself and my team.

1    2    3    4    5    6    7    8    9    10

- b. I am secure in my identity and my self-esteem.

1    2    3    4    5    6    7    8    9    10

- c. I do what I should, even when I don't feel like it.

1    2    3    4    5    6    7    8    9    10

Character is the foundation upon which we build our leadership. When we have this foundation in place, we can move on to building other necessary qualities.

2. \_\_\_\_\_

While the issue of character deals with the world's perception of a leader, compassion deals with the leader's perception of others in the world. Compassion is a virtue that takes seriously the reality of other persons, their inner lives, their emotions, as well as their external circumstances.

**How well do you express compassion for others? Does compassion move you to meet the needs of others and help solve problems? Respond to these questions:**

- a. I will help those in need even when it costs me.

1    2    3    4    5    6    7    8    9    10

- b. I am moved emotionally by my love for others.

1    2    3    4    5    6    7    8    9    10

- c. I am fulfilled when I serve and meet others needs.

1    2    3    4    5    6    7    8    9    10

3. \_\_\_\_\_

Once character has been developed to include compassion for others, it takes courage to implement change. Having courage means facing fears and taking stands. It means acting brave when we don't really feel brave.

**How well do you exhibit courage? Take a moment and evaluate yourself.**

- a. I like to start new projects, even when it's scary.

1    2    3    4    5    6    7    8    9    10

- b. I don't mind being the first to take a risk.

1    2    3    4    5    6    7    8    9    10

- c. When ideas arise, I want to take action, not talk.

1    2    3    4    5    6    7    8    9    10

**4. \_\_\_\_\_**

A leader of character must be capable of convincing followers that he or she is competent enough to get the job done. A competent leader has the ingenuity and creativity to figure out what to do and how to do it in order to get results.

**Have you stopped to evaluate your level of competency? What abilities do you bring to the table?**

- a. My ideas often turn into plans.

1    2    3    4    5    6    7    8    9    10

- b. I can figure out how to finish a job I start.

1    2    3    4    5    6    7    8    9    10

- c. I am good at solving problems.

1    2    3    4    5    6    7    8    9    10

**5. \_\_\_\_\_**

A conviction is a strong belief that so governs your decisions that you are willing to die for it. Convictions usually revolve around the values a leader embraces. The following seven items will help you build convictions into your life:

- a. Summarize and \_\_\_\_\_ on major principles from God's Word.
- b. Repeatedly expose yourself to \_\_\_\_\_ around you.
- c. Interview people who possess deep \_\_\_\_\_.
- d. Determine your \_\_\_\_\_ and values.
- e. Make an all-out \_\_\_\_\_ to a habit for a set time.
- f. Learn the \_\_\_\_\_ behind the Scripture.
- g. Get someone to hold you \_\_\_\_\_ to your convictions.

**Consider the strength of your convictions:**

a. I know exactly what I believe.

1    2    3    4    5    6    7    8    9    10

b. I make sacrifices because of my beliefs.

1    2    3    4    5    6    7    8    9    10

c. Passion enables me to act on what I believe.

1    2    3    4    5    6    7    8    9    10

**6. \_\_\_\_\_**

Conviction goes hand-in-hand with another important principle – commitment. Commitment is needed most when a leader encounters routine obstacles or unsettling failures.

**Are you committed to anything, as a leader? Consider these statements.**

a. I finish what I start.

1    2    3    4    5    6    7    8    9    10

b. Obstacles don't discourage me but challenge me.

1    2    3    4    5    6    7    8    9    10

c. I can stay focused on one goal.

1    2    3    4    5    6    7    8    9    10

**7. \_\_\_\_\_**

The final leadership characteristic, charisma, enables leaders to accomplish more. This topic, mystical to many, is often misunderstood. Charisma, plainly stated, is the ability to draw people to you – being a magnet for people.

a. \_\_\_\_\_ Life – The people you enjoy being around are celebrators, not complainers.

b. Expect the \_\_\_\_\_ of Others – Encourage others to reach their potential.

c. Give People \_\_\_\_\_ – People are grateful when they are given the gift of hope.

d. \_\_\_\_\_ Yourself – People love leaders who are transparent.

When it comes to charisma, the bottom line is other-mindedness. Leaders who think about others and their concerns before thinking of themselves exhibit charisma. This is the one quality that will draw others to you more than anything else.

**What do you possess that attracts others to you or helps you connect with them? Think about your response to these statements. Do they describe you?**

a. When I enter a room, I think of others not myself.

1    2    3    4    5    6    7    8    9    10

b. I give confidence and encouragement to others.

1    2    3    4    5    6    7    8    9    10

c. I am genuinely interested in other people.

1    2    3    4    5    6    7    8    9    10

It's important to view these qualities as acquired characteristics that need to be developed, rather than assuming they are personality traits that cannot be acquired. All seven are crucial to learning leadership, and even more crucial to mentoring others to be leaders.

**ASSESSMENT:** Review your evaluations. Out of these seven qualities, which are your strongest?

ACTION PLAN

**APPLICATION:** On which do you need to work?