

# Discover Your Leadership Style

adapted from  
Courageous Leadership  
by Bill Hybels

To discover your leadership style, begin with this simple tool. For each statement, indicate how well it describes you and reflects what brings you energy and satisfaction.

[ **1** = not like me, brings low energy and satisfaction, **5** = describes me well, brings high energy and satisfaction]

<b>Statement</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1-Have a vision clear in mind. Cast a powerful vision and never give up on the vision. Bring unrelenting enthusiasm and energy to casting the vision. Visionary Style					
2-Choose the right path for an organization as it approaches a critical intersection. Sort through numerous factors and options to pick the right direction. Directional Style					
3-Break vision into achievable steps. Seek to align all ministries to organization vision/mission. Challenge everyone to work the plan. Maintain focus. Strategic Style					
4-Bring order out of chaos. Organize people, processes, and resources to achieve vision/mission. Establish mile markers to measure progress. Managing Style					
5-Fire up people. Cheer on progress. Celebrate accomplishments. Help people see how important they are to the cause. Lift people's spirits. Motivational Style					
6-Build a team slowly. Listen patiently to team members. Pray for them diligently. Gently guide them. Nurture a sense of community. Shepherding Style					
7-Find and develop the right people with the right character, abilities, and chemistry to produce the right results. Skillfully place people in the right positions. Team-building Style					
8-Start new ministries. Turn over operations once something is started. Always look for something new to start. Entrepreneurial Style					
9-Turn around a troubled ministry. Tune up and revitalize departments or organizations. Fix it and release it. Correct mission drift and vision leak. Reengineering Style					
10-Draw together varied constituents. Help them realize they can meet their needs as they contribute to achieving the overall vision/mission. Bridge-building Style					

## Reflect and Apply

Highly effective leaders have impact when their leadership styles mesh well with specific ministry needs. All organizations need people with a variety of leadership styles to thrive.

- From your perspective, what is your leadership style? (you may be a blend of styles)
- How do others likely view your leadership style? (ask some people who know you well, to fill out the assessment tool for how they see you) Consider why they may see you differently than you see yourself.
- How well does your leadership style fit your current leadership role? If it does not fit well:
  - ▶ Is there a leadership role that would be a better fit?
  - ▶ What efforts are you making to meet the leadership needs that are not a match for your style?
- What can you do to develop your natural leadership style?
- What can you do to grow in your weaker leadership styles?
- What are the likely leadership styles for those on your team? (your peers? your ministry team leader? senior leaders?)
- What can you do to help those on your team develop their natural leadership styles?
- Considering the current needs of your team (ministry, department, organization), are there leadership gaps (need for styles no one has)?