

# Lead Like Jesus

## Study Guide

<https://gracelead.co>

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This document contains discussion questions and exercises to assist you in studying “Lead Like Jesus” by Ken Blanchard and Phil Hodges. This study would also work well with a staff or group.

Note: If you use the study guide as a group, your members may prefer to do the assessment privately. Encourage members to discuss it with an accountability partner.

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What is the secret to leading like Jesus? (Pro 3:5-6).

## 1-Who Will You Follow? How Will You Lead?

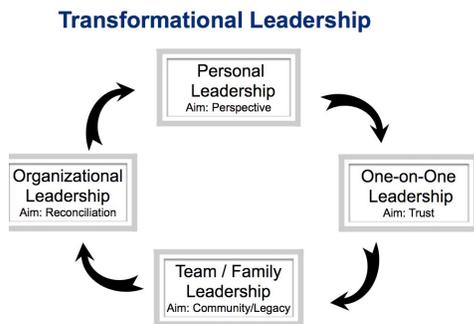
Are you a leader?

What does Jesus indicate as plan B for servant leadership? (Mat 20:25-28).



In what ways does the idea of leading like Jesus make you uncomfortable?

**Leading like Jesus is a transformational journey.**



### Personal Leadership

**Whose** are you? Who is the primary authority and audience for your life?

**Who** are you? What is God's purpose for your life?

### One-on-One Leadership

What is the essential element necessary for two people to work together well?

### Team / Family Leadership

When trust is applied at the team and family level what is the result?

How would you describe your team leadership during a challenge or crisis?

### Organizational / Community Leadership

When a leader agrees to serve in a community leadership capacity, what are the two focus areas?

What is a primary mistake that leaders make?

### Four Domains of Leading Like Jesus

Fill in this table with the four domain names.

	motivation
	point of view
	actions
	life patterns

## 2-Heart of a Servant Leader

Effective leadership starts on the inside. Your **EGO** either edges God out or exalts God only. You are either self-serving or a servant. Without God-grounded confidence, you set up defenses to protect your sense of security and self-worth.

What is the most persistent barrier to leading like Jesus? (Php 2:1-4)

In which situations are you most prone to put your agenda ahead of those you lead? What about that situation appeals to your self interests?

work	marriage
home	volunteer

How do you usually respond to negative feedback?

fear	sadness	gratitude
anger	curiosity	denial

What actions are you taking to prepare others to take your place?

What are three ways people tend to **Edge God Out**?

1
2
3

Describe how a servant leader responds to things that happen.

What is the difference between wholesome fear (Ecc 12:13) and toxic fear (Pro 29:25)?

What two things serve to separate us from God, each other, and ourselves?

What is the problem with comparing yourself to others?

Fill in the words for the acronym FEAR.

F
E
A
R

List 4 ways to **Exalt God Only**.

1
2
3
4

Describe how a person with humility views power.

Why don't our peace and confidence depend on our performance? (Php 4:7, John 14:27)

Is the Twelve Steps of EGO Anonymous something you can see yourself using? Why or why not?

In what way is forgiveness an important aspect of leading like Jesus?

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## 3-Head of a Servant Leader

The head is the leader's belief system.

There are two parts to servant leadership.

1. VISION: setting the course and destination
2. IMPLEMENTATION: doing things right with a focus on serving (empower and support)

### Vision

The authors list three parts to a vision, your purpose (mission), your picture of the future, and your values.

What is the purpose (mission) of Grace Church?

What is the purpose (mission) of your ministry?

What is your picture of the ideal future for your ministry?

What are the values of Grace Church (ANTIOCH)?

What are the values for your ministry?

What should you do when the values for an organization do not align with your own?

What are the goals for your ministry?

What are you doing to be sure everyone in the organization knows the vision and goals?

### Implementation

Consider the people in your ministry. Do you hear a lot of quacking or see a lot of soaring? Why?

Once you've made the vision and goals clear, what is a practical advantage of serving your people?

A great service you can provide your people is constancy of purpose, staying on point.

What types of things tend to pull you off course?

Good leaders maintain constant vigilance for the welfare of their followers.

List three ways to look out for your followers.

1
2
3

What is the tyranny of the "or"?

Every one of us has equal opportunity to get an "A" in life.

According to Bob Buford, what two questions will be on our final exam when we stand before God at the end of our lives?

## 4-Hands of a Servant Leader

### Three Parts of Performance Coaching

1. Performance Planning: providing direction and setting goals
2. Day-to-day Coaching: helping people accomplish their goals by observing their performance, praising progress, and redirecting off-kilter efforts
3. Performance Evaluations: meeting people to discuss their periodic performance

How do you make sure each person in your ministry knows what a good job looks like?

What are some of the things you do to help people in your ministry get "As" (accomplish the goals of the ministry)?

Think about each person in your ministry. What is his or her skill level regarding ministry responsibilities?

- NOVICE: just beginning to serve in the role
- APPRENTICE: in training
- JOURNEYMAN: capable of working independently
- MASTER: highly skilled, able to teach others

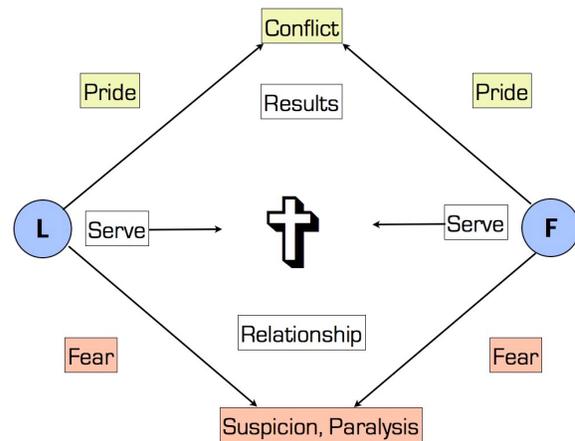
In the box below, match the skill level to the needs for that skill level.

NOVICE	A. your encouragement, reassurance, correction
APPRENTICE	B. opportunities, challenges
JOURNEYMAN	C. you to tell them what to do and how to do it
MASTER	D. appreciation, a helping hand when they falter

When you were a NOVICE in your ministry, what did you get from the leader that helped you grow into an apprentice?

What methods have you used to show appreciation to JOURNEYMEN in your ministry?

### EGO Factors



In the diagram above, what is the outcome of a leader or follower responding:

- Out of fear?
- Out of pride?
- Out of a commitment to serve Christ?

What is a leader's best first step to inspire and equip others to higher standards of performance?

What are some fear and pride issues that NOVICES face in your ministry?

What are some challenges you face in relating helpfully to those serving in your ministry at each of the skill levels?

What specific things will you do to apply something you learned from this chapter?

## 5-Habits of a Servant Leader

### Seek Solitude

How often do you take time to listen for the 'still small voice' [1Kings 19:12]?

During the following key times, how often do you seek solitude?

Key Time	never<.....>always
To prepare for a leadership opportunity [Mat 4:1-11]	1 - 2 - 3 - 4 - 5
When you need to make a decision [Mark 1:32-38]	1 - 2 - 3 - 4 - 5
When you experience a loss [Mat 14:13]	1 - 2 - 3 - 4 - 5
After experiencing a success [Mat 14:23]	1 - 2 - 3 - 4 - 5

- What are your biggest barriers to seeking solitude?
- What are some ways to overcome barriers to seeking solitude?

### Pray

Prayer should be a conversation with God rather than a set of techniques. A framework is simply a tool to help you remember important aspects to include in the conversation.

- What is the ACTS framework the authors describe?
- What are other prayer frameworks you have used?
- How would you characterize the quality and frequency of your prayers?

### Study & Apply God's Word

In a typical week, how often do you study and apply God's Word?

Method	Times per week
Hear (Rom 10:17)	0 - 1 - 2 - 3 - 4 - 5 - 6+
Read & Apply (Rev 1:3, John 15:10)	0 - 1 - 2 - 3 - 4 - 5 - 6+
Study (Acts 17:11)	0 - 1 - 2 - 3 - 4 - 5 - 6+
Memorize (1Pet 3:15)	0 - 1 - 2 - 3 - 4 - 5 - 6+
Meditate (Psa 1:1-2)	0 - 1 - 2 - 3 - 4 - 5 - 6+

### Trust God's Unconditional Love

*Rom 8:38-39 For I am persuaded that neither death nor life, nor angels nor principalities nor powers, nor things present nor things to come, nor height nor depth, nor any other created thing, shall be able to separate us from the love of God which is in Christ Jesus our Lord. (NKJV)*

- To what degree does meditating on the above passage help you trust God's love?
- What are some experiences you have had of God demonstrating His love for you?

### Develop Supportive Relationships

- Do you have at least one trusted truth-teller in your life?
- What can you do to find, keep, and appreciate truth-tellers in your life?

Are you a truth-teller in someone's life?

- If not, why not?
- If you are, describe the challenges and joys of such a responsibility.

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## 6-Why Lead Like Jesus?

### Spiritual Reasons

What behaviors do you display that would cause others to accuse you of being a Christ-follower?

Do you truly love Christ? In what ways are you feeding His sheep (John 21:15-17)?

### Practical Reasons

In what ways does your experience support or contradict the following statement?

*The Lord doesn't call the qualified,  
He qualifies the called. -Henry Blackaby*

What have you done to help create an environment where each person can find significance in what they do and the vision they serve?

What can you as a leadership team do to help each person in your ministry find significance in serving Christ?

### Legacy Reasons

What is your reaction to the thought that your words and actions can have a lasting effect on another person?

- I'm SURPRISED with the idea. I'm not sure I affect anyone.
- I'm UNSETTLED thinking about it. What if I have a negative effect?
- I'm CHALLENGED by the idea. I'm determined to influence others positively.
- \_\_\_\_\_  
\_\_\_\_\_

Have you ever become aware of your influence on another person? If so, tell the group about it.

How would you like others to remember you when you are gone?

Do you agree with the following quote? Why/why not?

*All insecurity is rooted in an inadequate sense of belonging to God. - Lloyd Ogilve*

What are things we can do to be sure our walk matches our talk (John 13:12-17)?

In what ways are you personally blessed by following Christ's example as a leader?

If you want to see a positive change in others, where should you focus first?

### Application

What ideas from chapter 6 did you find most helpful?

What actions are you prepared to take to apply one or more ideas from this chapter?

## Lead Like Jesus Personal Assessment

Use the personal assessment below to rate your consistency in applying the Lead Like Jesus principles in your daily life. (Pick a period such as the previous week or month to evaluate.)

Then pick one area to address in each of the domains. Create an action plan. Ask for God's help in implementing your plan. Share your plan with an accountability partner.

(Based on **Lead Like Jesus**, Ken Blanchard & Phil Hodges.)

HEART Actions: Motivation	rarely	sometimes	often	consistently
Depended on the work of the Holy Spirit in my life and relationships.				
Sought and encouraged feedback on my leadership.				
Took personal risk to support and encourage others.				
Shared credit for the results of group efforts.				
Avoided letting my EGO negatively affect my leadership.				

HEAD Actions: Leadership Point of View	rarely	sometimes	often	consistently
Aligned my leadership point of view to God's Word.				
Treated peoples' growth and development with equal importance as producing results.				
Communicated and reinforced a clear vision and values for my group.				
Communicated my leadership point of view to members of my organization.				

HANDS Actions: Leadership Behavior	rarely	sometimes	often	consistently
Practiced the "not so with you" mandate of Jesus.				
When assigning tasks, tested for understanding and established clear performance goals.				
Applied different leadership styles dependent on development level of the individuals.				
Praised progress and actively engaged in coaching.				
Took positive actions to resist temptations to manipulate others' fear and pride to get things done.				

HABITS Actions: Daily Recalibration	rarely	sometimes	often	consistently
Called on the Holy Spirit to guide my words, thoughts, actions, and behaviors.				
Practiced the discipline of solitude.				
Prayed as my first response (not last resort) when I met challenges, temptations, and opportunities.				
Sought God's wisdom by studying His Word and memorizing verses to stay focused as a servant leader.				
Maintained active accountability relationships.				

## My Action Plan

	Indications of Progress
HEART Action for Improvement	
HEAD Action for Improvement	
HANDS Action for Improvement	
HABITS Action for Improvement	

My Accountability Partner is: