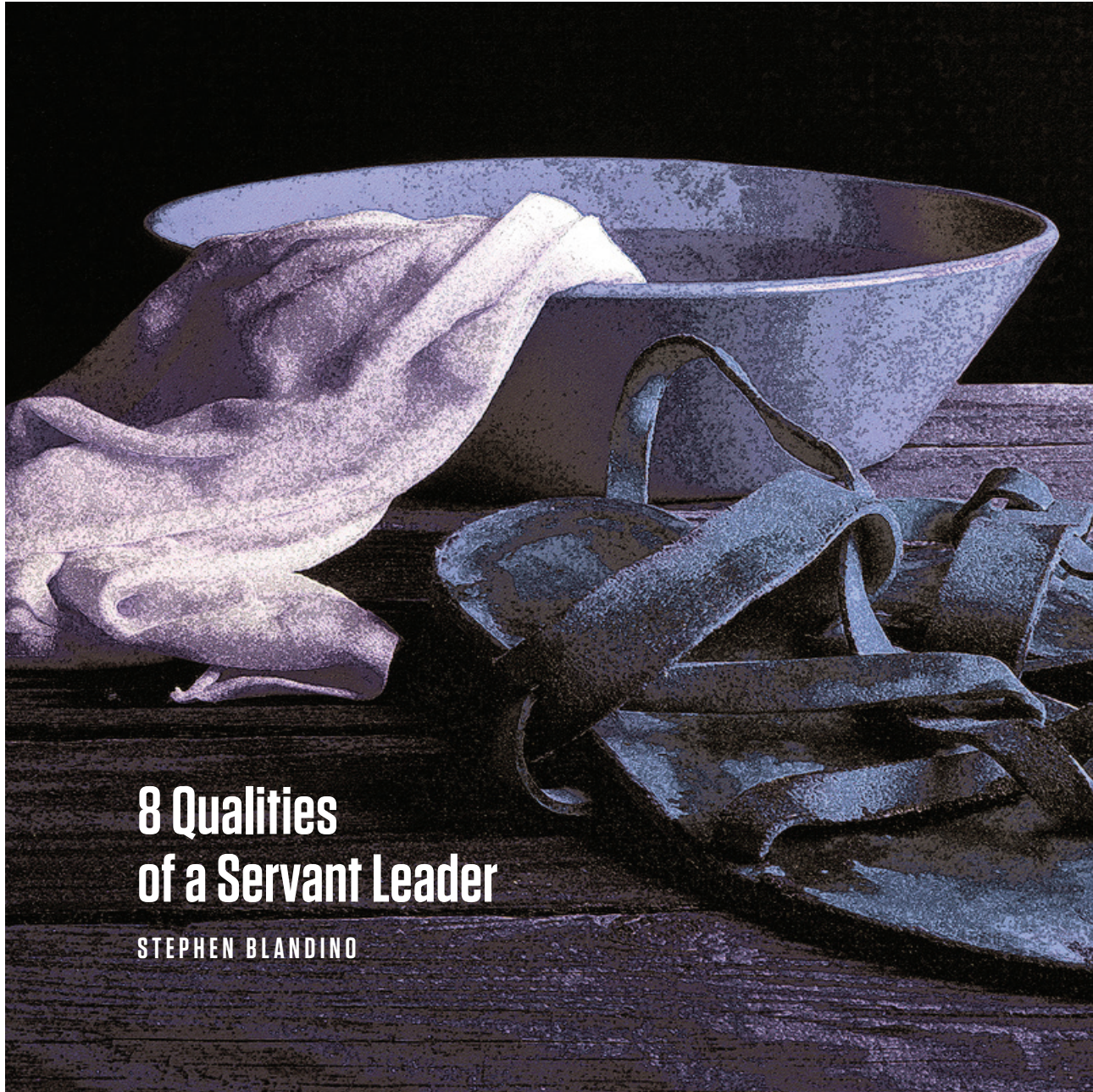


Influence
MAGAZINE

MAKE IT COUNT

An eight-week study
for leadership teams



8 Qualities of a Servant Leader

STEPHEN BLANDINO

DISCUSSION GUIDE

8 Qualities of a Servant Leader

Service

Assess: How does servant leadership differ from the cultural norms for leadership?

Insights and Ideas

Management expert Ken Blanchard once said, “Leaders who are servants first will assume leadership only if they see it as the best way they can serve.” Servant leadership is not a flimsy, spineless, half-hearted leadership style that doesn’t deliver results. In fact, servant leadership isn’t a style at all. It’s a nature. It’s who you are.

Robert K. Greenleaf coined the phrase *servant leader* in an essay he published in 1970. Greenleaf wrote, “The servant-leader is servant first ... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions. ... The leader-first and the servant-first are two extreme types. Between them there are shadings and blends that are part of the infinite variety of human nature.”

The greatest servant leader of all time was Jesus. Not only did He model servant leadership, but He also taught it. One day on their way to Capernaum, the disciples were privately jockeying for position. Once they arrived, Jesus asked, “What were you arguing about on the road?” The silence must have been deafening. Jesus gathered His disciples around Him and said, “Anyone who wants to be first must be the very last, and the servant of all” (Mark 9:33–35). Jesus’ point is clear: Service is at the heart of leadership.

Servant leaders are obviously servants. The question is, what are some practical ways servant leaders can serve? While the options are endless, here are two ways to get started:

1. *Remove obstacles.* Author Max De Pree once said, “The leader is the servant who removes the obstacles that prevent people from doing their jobs.” Good leaders leverage their influence for that very purpose. They continually ask themselves, *How can I better serve our team so that we can collectively serve others?* Jesus modeled this beautifully when He would ask, “What do you want me to do for you?” (Matthew 20:32; Mark 10:36,51; Luke 18:41). What would happen if you asked each member of your team that question?

2. *Release control.* One of the best ways to serve your team members is to get out of their way. Stop controlling everything, and learn to trust the people God has placed around you. Control stifles the three P’s: people, performance and progress. It shrinks trust in people, stunts the performance of the team, and slows the progress of the organization.

Servant leaders lead by serving and serve by leading. Service is at the heart of what they do.

Reflect and Discuss

1. How do Jesus’ words challenge you: “Anyone who wants to be first must be the very last, and the servant of all”?
2. What obstacles can you remove to best serve your team?
3. What control do you need to relinquish so that your team can flourish?

Apply

Our natural desire is to let others serve us rather than serving them. Read Jesus’ words in Mark 9:33–35, and then take a few minutes to wrestle with this question: *When people think of me, do they think of someone who enjoys serving or someone who wants to be served?*

8 Qualities of a Servant Leader

Service

Assess: How does servant leadership differ from the cultural norms for leadership?

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“What were you arguing about on the road?” The silence must have been deafening. Jesus gathered His disciples around Him and said, “Anyone who wants to be first must be the very last, and the servant of all” (Mark 9:33–35).

Two ways to practice servant leadership:

1. *Remove* _____.

“The leader is the servant who removes the obstacles that prevent people from doing their jobs.” — Max De Pree

2. *Release* _____.

One of the best ways to serve your team members is to get out of their way.

Apply

Our natural desire is to let others serve us rather than serving them. Read Jesus’ words in Mark 9:33–35, and then take a few minutes to wrestle with this question: *When people think of me, do they think of someone who enjoys serving or someone who wants to be served?*

8 Qualities of a Servant Leader

Humility

Team Review: What specifically have you done in the last week to serve your team by removing obstacles and releasing control?

Assess: Why is humility a foundational part of servant leadership?

Insights and Ideas

There is a stark difference between Jesus' leadership and that of the Pharisees. In His indictment of the Pharisees, Jesus said, "Everything they do is done for people to see: They make their phylacteries wide and the tassels on their garments long; they love the place of honor at banquets and the most important seats in the synagogues; they love to be greeted with respect in the marketplaces and to be called 'Rabbi' by others" (Matthew 23:5-7).

In other words, the Pharisees were consumed with prominence, praise and position. They were more concerned about image than integrity. Jesus concludes with these words: "The greatest among you will be your servant. For those who exalt themselves will be humbled, and those who humble themselves will be exalted" (Matthew 23:11-12).

Humility is dethroning the attitude of self-promotion and embracing the action of selfless serving. Author John Dickson observes that in Hebrew, Greek and Latin, the word "humble" means "low," as in "low to the ground." Used in a negative way, these terms mean "to be put low," that is, "to be humiliated." It implies being conquered or put to shame (which was the dominant use of the word in Jesus' day).

But Dickson notes that when used in a positive way, it means "to lower yourself" or "to be humble." When Jesus washed His disciples' feet, He wasn't being humiliated. Jesus was making a noble choice to redirect His power to the benefit of His disciples.

Elisabeth Elliot once said, "The best way to find out whether you really have a servant's heart is to see what your reaction is when somebody treats you like one." The Pharisees would have done well to heed this advice. To practice humility in your leadership, do these three things:

1. *Celebrate others.* Shine the spotlight on other members of the team. Point to their wins, and give honor where honor is due. Give members of your team credit when they are the ones who did the work. Servant leaders are OK with other leaders getting the attention.

2. *Elevate others.* As team members deliver quality work, elevate their responsibility and authority, empowering them with greater levels of leadership. Secure servant leaders trust people with opportunity and aren't afraid to give away power.

3. *Listen to others.* Humility fosters a teachable spirit. When a leader is teachable, he or she listens to the ideas of others and welcomes their honest feedback.

What's the focus in each step? *Others.* Humility turns the spotlight off ourselves and focuses on celebrating, elevating and listening to others on the team.

Reflect and Discuss

1. Why is it so difficult for us to exercise humility in leadership?
2. What challenges you most from Jesus' teaching on servant leadership in Matthew 23?
3. What are some practical ways you can celebrate, elevate and listen to others on your team?

Apply

What can you do to humble yourself and direct attention to others on the team? Make a list of three ways you can celebrate, elevate and listen to others. Then practice putting these ideas into practice over this next week.

8 Qualities of a Servant Leader

Humility

Assess: Why is humility a foundational part of servant leadership?

“Everything they do is done for people to see: They make their phylacteries wide and the tassels on their garments long; they love the place of honor at banquets and the most important seats in the synagogues; they love to be greeted with respect in the marketplaces and to be called ‘Rabbi’ by others” (Matthew 23:5–7).

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To practice humility in your leadership, do these three things:

1. _____ *others.*

2. _____ *others.*

3. _____ *to others.*

Apply

What can you do to humble yourself and direct attention to others on the team? Make a list of three ways you can celebrate, elevate and listen to others. Then practice putting these ideas into practice over this next week.

8 Qualities of a Servant Leader

Listening

Team Review: How have you celebrated, elevated or listened to others this week?

Assess: If your spouse or a close friend scored your listening skills on a scale from 1 to 10, how would he or she rate you?

Insights and Ideas

There's no doubt that listening is an essential part of healthy relationships. Because servant leaders are committed to building strong teams, they understand the importance of listening to their team members. Proverbs 18:2 warns us, "Fools find no pleasure in understanding but delight in airing their own opinions." Verse 13 says, "To answer before listening — that is folly and shame."

Listening happens at varying levels. Stephen R. Covey's Listening Continuum identifies five levels of listening, and it provides great insight on how to improve our listening skills:

Level 1: *Ignoring*. This level of listening isn't listening at all. Ignoring happens when we wait for the other person to stop talking so we can speak the words we already have in mind. The listener is generally in a hurry and doesn't find much value in what the other person is saying.

Level 2: *Pretending*. At the pretending level of listening, the distracted listener may nod in agreement but isn't truly engaged. He or she might simultaneously be checking text messages, scrolling through social media or working on a task.

Level 3: *Selective*. This form of listening takes place cafeteria style. The individual only selects what to hear, typically the part that is of interest or directly meaningful. The listener fails to hear the full context of the message.

Level 4: *Attentive*. A listener who is attentive focuses on everything the other person is saying. Attentive listeners hear and understand the full message, and even ask follow-up questions. Attentive listening often happens between good friends or in a situation where participants are engaged in planning something important.

Level 5: *Empathic*. The highest level of listening is empathic. Not only does the listener focus on the person who is speaking, listening carefully to the words, but he or she understands the feelings and emotions behind the words. The empathic listener chooses to listen with the heart, not just the ears.

Servant leaders work hard to listen at the empathic level. They don't just want to hear what's being said; they want the person they're speaking with to feel heard. They attune not just their ears, but their hearts. Listening often leads to action. Therefore, it only makes sense to listen in such a way that the action can reflect the wisdom of the rest of the team.

Reflect and Discuss

1. Why is listening so difficult among our teams?
2. Which of the five levels of listening best describes you?
3. What practical things can you do to become an empathic listener?

Apply

Becoming an empathic listener is critical if you want to thrive as a servant leader. Identify a member of your team you know you listen to at a lower level. What are two things you can do to make that person feel valued and heard? Put those steps into practice this week.

8 Qualities of a Servant Leader

Listening

Assess: If your spouse or a close friend scored your listening skills on a scale from 1 to 10, how would he or she rate you?

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8 Qualities of a Servant Leader

Compassion

Team Review: What did you do in the last week to practice empathic listening?

Assess: What actions can servant leaders take to show compassion for those they lead?

Insights and Ideas

C ompassionate leadership is often in short supply. The results-driven side of leadership can easily silence compassion and empathy. We see the needs, but we aren't moved to act. Busyness gets in the way. The pace of leadership bulldozes the priority of people.

Jesus was busy, but not too busy for compassion. There were times when Jesus pulled away from the crowds to be with His disciples. He valued time alone, investing in His inner circle, and preparing them for the most important mission history would ever know.

On one occasion, as they were departing by boat to get some rest, large crowds ran ahead to meet them. When Jesus saw the crowds, He responded like a servant leader (because He is one). Mark 6:34 says, "When Jesus landed and saw a large crowd, he had compassion on them, because they were like sheep without a shepherd." In this passage, Jesus expresses compassion in three ways:

1. *Making space.* Jesus made space for the crowds. Remember, Jesus' original plan was to get away with His disciples to a quiet place where they could rest. Instead, Jesus set aside His agenda and made time to be with the crowds. That's where compassion begins — carving out space in our calendars. Without time, compassion is nothing more than a noble, yet fleeting, thought.

2. *Teaching truth.* Mark 6:34 says that after He was moved with compassion, Jesus "began teaching them many things." Compassion compelled Jesus to satisfy the spiritual appetite of the crowd. He imparted transformative, grace-filled truth that the religious leaders of the day couldn't match.

3. *Meeting needs.* Late in the day, the disciples told Jesus to send the people away to get something to eat. Jesus had a different idea. His compassion started by feeding their spirits, but it ended by feeding their stomachs. Thousands of hungry people ate when Jesus miraculously multiplied five loaves and two fish. That's compassionate servant leadership.

Here's what I find interesting. After Jesus taught and fed the people, He withdrew with His disciples and prayed. Remember, that was His original plan. Therein lies an important lesson: Compassion doesn't replace your priorities; it simply makes room for people. Jesus didn't shun the crowds; He served them. His compassion drove Him to action. And because He maintained His priorities of rest and prayer, Jesus had the emotional reserves to make room for compassion.

Reflect and Discuss

1. Why is it so hard for us to make space for compassion in our day-to-day leadership?
2. What does it look like to teach truth in a spirit of compassion?
3. What needs can you meet within your team that demonstrate genuine compassion?

Apply

Read Mark 6:30–44. How does Jesus' compassion inspire you to serve? What can you begin doing this week to express deeper compassion to the people and teams you lead and serve? Identify what making space for compassion looks like for you, and then take your first steps this week.

MAKE IT COUNT

Study
4
TEAM GUIDE

8 Qualities of a Servant Leader

Compassion

Assess: What actions can servant leaders take to show compassion for those they lead?

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Jesus expressed compassion three ways:

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2. *Teaching* _____.

3. *Meeting* _____.

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Apply

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8 Qualities of a Servant Leader

Stewardship

Team Review: What insights did you glean about compassion and leadership from the life of Jesus? How are you becoming a more compassionate servant leader?

Assess: How does a servant leader practice wise stewardship?

Insights and Ideas

Servant leaders recognize that serving requires the wise stewardship of time, talent, treasure, and other resources available to the leader. In the Gospel of Matthew, Jesus shares the Parable of the Bags of Gold. In this parable, Jesus tells the story of a master who entrusted his wealth to three servants. To one he gave five bags of gold, to another two bags of gold, and to a third servant one bag of gold (Matthew 25:14–30).

Matthew 25:19 says, “After a long time the master of those servants returned and settled accounts with them.” Great reward awaited the first two servants, who doubled the master’s wealth. But the third servant faced judgment for his poor stewardship. From this parable, we discover three important truths about stewardship:

1. *Stewardship is a trust, not a possession.* A trust is anything God has placed in your care, whereas a possession is something that belongs to you. The time, talent and treasure you oversee is a trust. It doesn’t belong to you, but rather it is entrusted to your care. The amount you’ve been entrusted with isn’t the focus of the parable; what you do with it is what matters. God will entrust you with leadership opportunity that is directly proportionate to your character and leadership ability.

2. *Stewardship is management, not ownership.* In the parable, the master was the owner, but the servants were stewards. A steward manages the wealth of the owner, *with the owner’s interests in mind*. This is the true heart of management. God is the rightful owner of all that we have — including our leadership influence. Are you managing that influence with His interests in mind?

3. *Stewardship is faithfulness, not recklessness.* The first two servants managed the owner’s wealth wisely. The third servant gave nothing but excuses. The first two servants were faithful, while the third was reckless in his management of the resources entrusted to him. God doesn’t judge us on the size of our ability, but on the stewardship of our ability.

As servant leaders, we know God has entrusted us with time, money, influence and talent. Like the three servants, the Lord will hold us accountable for how we manage these resources.

Reflect and Discuss

1. What other lessons on stewardship can you glean from the Parable of the Bags of Gold?
2. What adjustments do you need to make in your perspective toward stewardship?
3. In what area do you need to be a better steward of your life and leadership?

Apply

Take some time to do a stewardship audit of five areas: time, influence, personal finances, organizational budget and talent. On a scale from 1 to 10, how well are you managing these resources with God’s interests in mind? What step(s) can you take to improve in each area? Put together a plan, and take your first step this week.

8 Qualities of a Servant Leader

Stewardship

Assess: How does a servant leader practice wise stewardship?

“After a long time the master of those servants returned and settled accounts with them” (Matthew 25:19).

From the Parable of the Bags of Gold, we discover three important truths about stewardship:

1. *Stewardship is a* _____, *not a* _____.
2. *Stewardship is* _____, *not* _____.
3. *Stewardship is* _____, *not* _____.

As servant leaders, we know God has entrusted us with time, money, influence and talent. Like the three servants, the Lord will hold us accountable for how we manage these resources.

Apply

Take some time to do a stewardship audit of five areas: time, influence, personal finances, organizational budget and talent. On a scale from 1 to 10, how well are you managing these resources with God’s interests in mind? What step(s) can you take to improve in each area? Put together a plan and take your first step this week.

8 Qualities of a Servant Leader

Influence

Team Review: In what area were you most challenged to improve your stewardship of the resources God has entrusted to you?

Assess: What does it look like for a servant leader to exert influence?

Insights and Ideas

Leadership is influence. It's the ability to persuade people toward a clear vision or a specific outcome. The question is, "How do you exert influence to achieve a God-given vision?" Common forms of influence include the following:

Positional influence. The lowest form of influence is tied to the leader's title. The only thing a title does is buy a leader a little bit of time to prove what kind of leader he or she truly is. In that short window of time, wise leaders build influence that no longer requires the position or title to motivate team members.

Expert influence. Some leaders have influence because of their expertise on a specific topic or in a certain field. They've delivered remarkable performance, and, as a result, people listen to them. This is often the case with sports figures and other leaders at the top of their industries.

Relational influence. The people who have impacted us the most are usually those with whom we have the deepest relationship. As you build relationships with your team members, they will follow you not because they have to, but because they want to.

Servant influence. This form of influence is rooted in the character and spirituality of the leader as the primary source for serving others. These leaders influence by the weight of who they are as individuals. People respect and follow them because of the depth of their integrity and spirituality, and their commitment to serving people, not themselves.

Servant leaders lean heavily into servant-based influence. In her book, *Dare to Serve*, Cheryl Bachelder, former CEO of Popeyes Louisiana Kitchen, writes, "The leader must have both — the courage to take the people to a daring destination and the humility to selflessly serve others on the journey. This dynamic tension between daring and serving creates the conditions for superior performance."

Bachelder goes on to note three traps to avoid when it comes to leadership: power, achievement and ambition. When leaders use power, achievement and ambition primarily for their own benefit, selfishness sits in the driver's seat of influence.

Jesus said, "A good tree cannot bear bad fruit, and a bad tree cannot bear good fruit. Every tree that does not bear good fruit is cut down and thrown into the fire. Thus, by their fruit you will recognize them" (Matthew 7:18–20).

What kind of fruit does your influence exhibit?

Reflect and Discuss

1. Which type of influence best describes you right now?
2. What can you do to better engage relational and servant influence?
3. Which leadership trap most tempts you: power, achievement or ambition?

Apply

Do an assessment of your influence and the traps to which you are most prone. What is one thing you can do this week to engage more in servant-based influence, and what can you do to mitigate the trap — power, achievement or ambition — that most tempts you? Share your observations with a trusted leader, and ask him or her to hold you accountable.

8 Qualities of a Servant Leader

Influence

Assess: What does it look like for a servant leader to exert influence?

Four common forms of influence:

1. _____ *influence.*
2. _____ *influence.*
3. _____ *influence.*
4. _____ *influence.*

Cheryl Bachelder, former CEO of Popeyes Louisiana Kitchen, stated, “The leader must have both — the courage to take the people to a daring destination and the humility to selflessly serve others on the journey. This dynamic tension between daring and serving creates the conditions for superior performance.”

Bachelder goes on to note three traps to avoid when it comes to leadership:
_____, _____ and _____.

When leaders use these traps primarily for their own benefit, selfishness sits in the driver’s seat of influence.

“A good tree cannot bear bad fruit, and a bad tree cannot bear good fruit. Every tree that does not bear good fruit is cut down and thrown into the fire. Thus, by their fruit you will recognize them” (Matthew 7:18–20).

Apply

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8 Qualities of a Servant Leader

Vision

Team Review: What did you learn about your source of influence as a leader, and what changes are you making to exert influence in a God-honoring way?

Assess: What role does vision play in a servant leader's life?

Insights and Ideas

Proverbs 29:18 says, "Where there is no revelation, people cast off restraint; but blessed is the one who heeds wisdom's instruction." This verse is a picture of people running aimlessly without direction when vision is absent.

Servant leaders recognize the importance of vision in rallying people around a God-given picture of the future. The difference is servant leaders view vision as a landscape, not a portrait.

Portrait visions focus on one person — the leader. The vision is nothing more than a portrait of the leader, elevating his or her ego, desires and ambitions. But servant leaders see vision as a landscape. Landscape visions are big and bold, with plenty of blue sky, but wide enough to include the entire team, not just the leader.

In her book, *Dare to Serve*, Cheryl Bachelder, former CEO of Popeyes Louisiana Kitchen, describes this vision as a "daring destination." She observes, "A Dare-to-Serve Leader pursues a daring destination for the people and the enterprise. You can't serve the people well if you don't have aspirations for the team to be wildly successful."

Bachelder offers five steps to pursue a daring destination:

1. *Provide a daring destination.* The leader must clearly articulate this daring destination, and the team must share it.
2. *Focus on the vital few.* Focus your time and energy on the activities (particularly the hard things) that are critical to seeing the vision move forward.
3. *Commit the resources to reach the destination.* If you're not willing to put your money where your mouth is, there's no point in rallying the troops around a vision.
4. *Bring out the best in people.* Peter Drucker once said, "So much of what we call management consists in making it difficult for people to work." Our job is to believe in people and remove the obstacles that keep them from thriving.
5. *Have the courage to measure and report progress.* You can't make good decisions if you don't have good data. Once you collect the data, it's important to put it to work for you. Bachelder writes, "Measurements matter only if you plan to *act* upon what you learn."

Servant leaders embrace all five steps because they understand you cannot serve the vision God calls your team to pursue without each of them. These steps help you clarify, pursue and measure the vision.

Reflect and Discuss

1. Can you and your team state the vision of your church clearly?
2. Which of the five steps Cheryl Bachelder offers is your biggest challenge?
3. According to Bachelder, "You can't serve the people well if you don't have aspirations for the team to be wildly successful." How have you found this to be true?

Apply

Reflect on the five steps to achieving a daring destination. Which of these five do you need to focus on first? Put together a plan to improve, and then continue through each step until you and your team are seeing maximum traction toward your God-given vision.

8 Qualities of a Servant Leader

Vision

Assess: What role does vision play in a servant leader's life?

"Where there is no revelation, people cast off restraint; but blessed is the one who heeds wisdom's instruction" (Proverbs 29:18).

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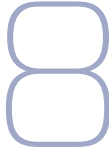
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Here are five steps to pursue a daring destination:

1. *Provide a daring* _____.
2. *Focus on the* _____ *few.*
3. *Commit the* _____ *to reach the destination.*
4. *Bring out the* _____ *in people.*
5. *Have the courage to* _____ *and* _____ *progress.*

Apply

Reflect on the five steps to achieving a daring destination. Which of these five do you need to focus on first? Put together a plan to improve, and then continue through each step until you and your team are seeing maximum traction toward your God-given vision.



8 Qualities of a Servant Leader

Empowerment

Team Review: What part of your vision (daring destination) are you working on right now?

Assess: On a scale from 1 to 10, how good are you at empowering other leaders? What evidence can you point toward to support your evaluation?

Insights and Ideas

Servant leaders do not hoard power or control. Jesus, the greatest servant leader of all, was a master at releasing His team to do ministry. We can see one example of this in the Gospel of Luke.

“When Jesus had called the Twelve together, he gave them power and authority to drive out all demons and to cure diseases, and he sent them out to proclaim the kingdom of God and to heal the sick. He told them: ‘Take nothing for the journey — no staff, no bag, no bread, no money, no extra shirt. Whatever house you enter, stay there until you leave that town. If people do not welcome you, leave their town and shake the dust off your feet as a testimony against them.’ So they set out and went from village to village, proclaiming the good news and healing people everywhere” (Luke 9:1–6).

From Jesus’ example, we observe four empowerment principles:

1. *Empowerment starts with a team.* Jesus “called the Twelve together.” While it’s an obvious principle, it’s worth mentioning: If you don’t have the ability to attract others, you’ll never have anyone to empower. When you cultivate relational equity with people and deliver some attractive (even small) wins in your ministry, people will begin to pay attention.

2. *Empowerment requires authority.* Jesus “gave them power and authority.” He didn’t simply delegate a task and then micromanage their performance. Jesus gave His disciples the authority they would need to accomplish the task at hand.

3. *Empowerment includes instruction.* Jesus gave His disciples specific instructions to ensure a successful journey. This certainly wasn’t where His instructions began. Jesus had already invested significantly in their lives — an investment that would prepare them for a lifetime of successful ministry.

4. *Empowerment involves an assignment.* Verse 6 says, “So they set out and went from village to village, proclaiming the good news and healing people everywhere.” Jesus released His leaders to do the work of ministry. He gave them a specific assignment, and then sent them on their way.

Each of these ingredients — a team, authority, instruction and an assignment — is essential if you want to empower people successfully. Vision is important because it rallies the troops, but empowerment is what gives the troops a place to make a difference. It’s not just the vision that gives people meaning; it’s also the opportunity to play a role in seeing that vision become reality.

Reflect and Discuss

1. Are you more of a doer or an empowerer?
2. What have you done to recruit a solid team? Who are three people you need to have a conversation with about serving alongside you?
3. Which of the four empowerment principles most needs your attention?

Apply

Take a few minutes to evaluate your team members. What do they need from you to excel in their areas of leadership? What would it look like for you to empower them the way Jesus empowered His disciples? Identify your next steps, and then elevate your empowerment practice today.

8 Qualities of a Servant Leader

Empowerment

Assess: On a scale from 1 to 10, how good are you at empowering other leaders? What evidence can you point at to support your evaluation?

“When Jesus had called the Twelve together, he gave them power and authority to drive out all demons and to cure diseases, and he sent them out to proclaim the kingdom of God and to heal the sick. He told them: ‘Take nothing for the journey — no staff, no bag, no bread, no money, no extra shirt. Whatever house you enter, stay there until you leave that town. If people do not welcome you, leave their town and shake the dust off your feet as a testimony against them.’ So they set out and went from village to village, proclaiming the good news and healing people everywhere” (Luke 9:1–6).

From Jesus’ example, we observe four empowerment principles:

1. *Empowerment starts with a* _____.
2. *Empowerment requires* _____.
3. *Empowerment includes* _____.
4. *Empowerment involves an* _____.

Apply

Take a few minutes to evaluate your team members. What do they need from you to excel in their areas of leadership? What would it look like for you to empower them the way Jesus empowered His disciples? Identify your next steps, and then elevate your empowerment practice today.