

# SURFACE TO SOUL

Live Well | Lead Well | Coach Well

## 8 Core Leadership Practices

*Place a checkmark by the statements below that you frequently demonstrate.*

### PRACTICE 1 | EMBRACE & EMBODY THE PREFERRED VISION, VALUES, AND CULTURE OF OUR CONGREGATION.

- I am mindful of God's active presence in my life and open to ways that God can use me to serve others.
- I have a plan for growing as a leader, growing in faith, and for creating vital congregations.
- My words and actions build up others, and reflect what matters most to God.
- I model a humble spirit that is open to new ideas and approaches, and to where God might be leading us.

### PRACTICE 2 | ENVISION A PREFERRED FUTURE THAT IS SHARED BY OTHER LEADERS.

- I paint a picture of how our congregation can live into its preferred compass headings and culture.
- I help people see how our programs and activities connect to our mission, vision, and values.
- I share stories about people contributing, in meaningful ways, toward God's preferred future for our church.
- I engage members in conversations about how they experience God's presence and live out their callings.

### PRACTICE 3 | ENLIST SELF-AWARE LEADERS WHO ARE SOLUTIONS-ORIENTED AND MAKE THINGS HAPPEN.

- I select hungry, humble, and self-aware leaders who embrace our vision, values, and culture.
- I enlist leaders who "play well with others" and are skilled at developing trusting relationships.
- I ensure that I have the right individuals on the right teams, doing the right work, for the right reasons.
- I am willing and able to move people out of leadership roles who are not hungry, humble, and self-aware.

### PRACTICE 4 | ENABLE OTHERS TO ACT, REFLECT AND COLLABORATE BY BUILDING BETTER SYSTEMS.

- I help leaders plan, promote, and lead better meetings and events.
- I provide people with job descriptions, rosters, and reporting tools to increase clarity and transparency.
- I help create systems that help people connect with God, each other, and with our local community.
- I help create systems for helping leaders plan, manage well, and communicate well.

### PRACTICE 5 | ENGAGE PEOPLE IN CRUCIAL CONVERSATIONS ABOUT ASSUMPTIONS, APPROACHES AND PRACTICES.

- I create safe spaces for people to share their assumptions, expectations, viewpoints, and dreams.
- I'm willing to name, in constructive ways, the "sacred cows" and the "elephants in the room."
- I raise questions during meetings about our church's actions, attitudes, assumptions, and approaches.
- I root out complacency and instill a culture of calling, creativity, excellence, and experimentation.

### PRACTICE 6 | EQUIP LEADERS AND TEAMS TO ACT, INSPECT, IMPROVE, AND INNOVATE.

- I help individuals and teams to set, fulfill, celebrate, and learn from their short-term goals.
- I help leaders learn to evaluate and interpret their results, and apply new learnings to future settings.
- I take time to learn about each team member's life and faith stories.

### PRACTICE 7 | EMPOWER LEADERS TO DEVELOP NEW SKILLS AND TO DEVELOP NEW LEADERS.

- I help leaders identify "next steps" in their spiritual and leadership development.
- I help leaders mentor others while also finding people who can mentor them.
- I demonstrate how leaders can anticipate and adapt to ongoing societal changes.

### PRACTICE 8 | ENCOURAGE THE HEART OF MY LEADERS AND CALL FORTH NEW POSSIBILITIES.

- I recognize people for their contributions and commitments to our shared mission and values.
- I express confidence in people's abilities; I give them permission to try new things and new roles.
- I learn the life and faith stories of my team members; I frequently affirm and encourage them.



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