



LEADER ↳ PATH

Five Core Characteristics of Servant Leaders

Dear Leader:

At Bent Tree, we believe in and value servant leadership.

Christ led with his towel, not authority. And Christ enables you to lead with a servant's heart and to equip others to lead as Christ led. We have crafted this leadership Core to help you understand the characteristics we value in leaders. The Five C's are characteristics we look for in leaders, and are key areas for growth in your leadership understanding over time.

Our mission is clear: To call and equip followers of Christ to become people of influence, who lead others to grow and experience Life.



The need is great: The local church is in desperate need of leaders of all types who are called, equipped and committed to being God's instruments of influence in the church and in the community. In order to fulfill the vision of Bent Tree that "no one misses the grace of God," we've created a leader development process that "equips the saints to do the work of ministry."

Our vision is that one day every leader in our church will bring someone along for kingdom impact.

To that end, this conversation guide is crucial. It's designed to be an initial conversation on your leadership journey. It will give you a good grasp of where to focus on growing as a servant leader. This is a great exercise for you to start reflecting on your leadership abilities and begin asking God to develop and surrender your development to him.

Now's a great time to ask God to give you both wisdom (ears to hear) and receptivity to his promptings.

I'm praying for you!

Pete Briscoe
Senior Pastor, Bent Tree

Your Name: _____ Date: _____ Meeting with: _____



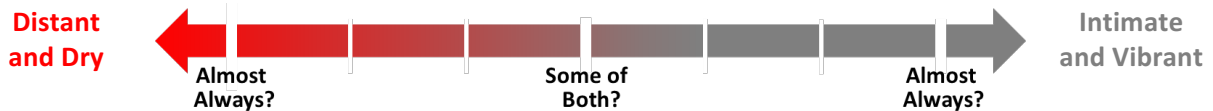
Characteristic #1 – Christ

At Bent Tree, leaders are all about Christ. As a leader, you will learn to trust in Christ's finished work on the cross, that Christ has risen from the dead, and that He indwells you by his Spirit.

We believe that the indwelling Christ is the source of Life, Christian living and any fruit of eternal significance (John 15:1-17; Galatians 5:22-23). Through Christ, leaders live in relationship with the living God of the universe.

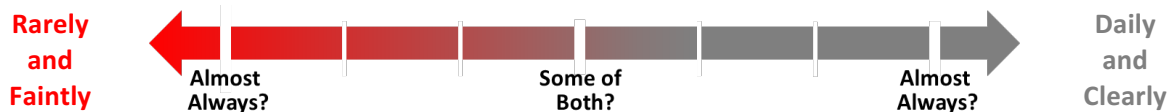
Spiritual leaders surrender to Christ, believing "It is no longer I who live but Christ who lives in me." (Galatians 2:20) In surrendering, there is no room for pride. As Christ incarnate was humble, so are we (Ephesians. 4:2). In union with him, you can choose to pay attention to His moment by moment guidance. As a leader, you do not have to conform to the pattern of the world, but you can be transformed by the renewing of your mind (Rom. 12:1-2). This life of relationship and surrender leads to your continued spiritual growth.

Daily Intimacy: How would you describe your everyday relationship with Jesus? (mark the scale below)



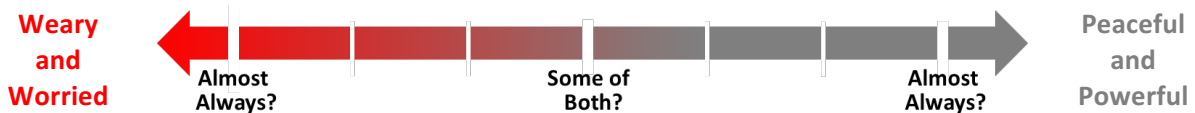
Your Experience – What's your favorite way to focus your heart on Christ?

Hearing his Voice: How consistently do you pick-up on the whispers of the Holy Spirit?



Your Experience – Can you share an example of how Christ redirected your thinking recently?

Experiencing his Strength: How would you describe how you're feeling these days?



Your Experience – Describe a time when you actually experienced God's power in your life.

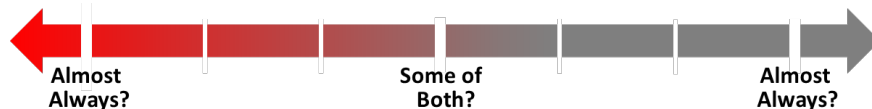


Characteristic #2 – Character

As Christ forms your character and gives you leadership opportunities, others will follow Christ in you. When selecting leaders in the church of Ephesus, Paul told Timothy to look for people whose character would “be above reproach.” This image of character is explained in detail in 1 Timothy 3:1-13. Fundamentally, someone who is “above reproach” is one who lives with and is known for his or her integrity – speaking the truth in love and living publicly what is practiced privately.

Home Life: How would you describe the relationships with your immediate family? (mark the scale below)

**Strained
and
Struggling**

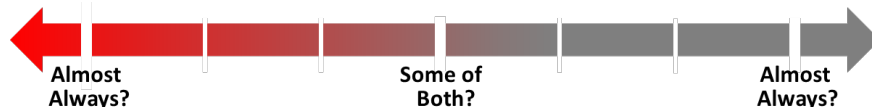


**Healthy
and
Flourishing**

Your Experience – How do you make time with family a priority?

Integrity in Action: How consistently do your intentions match-up with your actions?

**Rarely
or
Inconsistently**



**Regularly
or
Consistently**

Your Experience – In what areas do you want to be more consistent?

Sexual Purity: How consistently are you staying pure in thought and action?

**Compromised
and
Concerned**



**Consistently
above
Reproach**

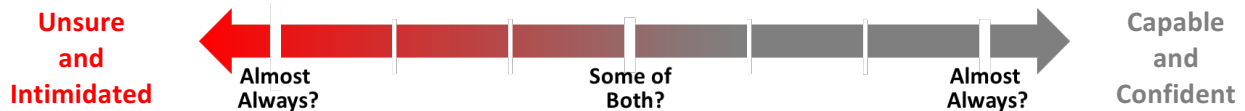
Your Experience – How do you protect your eyes, mind, and heart?



Characteristic #3 – Competency

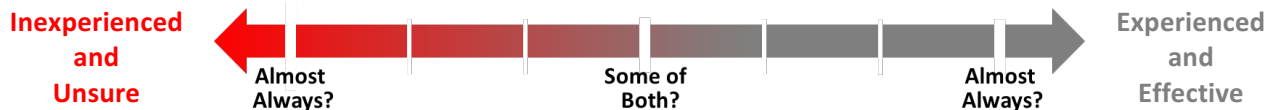
David's leadership of Israel is described in Psalm 78:72, "He cared for them with a true heart and led them with skillful hands." Leadership takes both skill and heart. An essential skill you will learn is how to equip, develop and deploy others. This is what distinguishes someone as a leader. You can help others grow by recruiting an apprentice and pouring into them, sharing your insights, providing opportunities and contacts, and asking great questions.

Knowing Scripture: How confidently can you point people to relevant scripture? (mark the scale below)



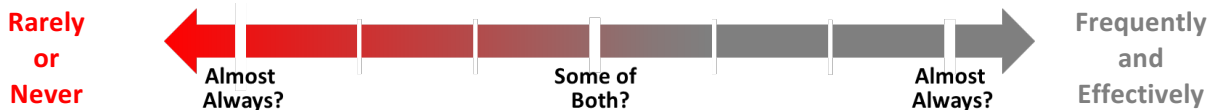
Your Experience – How do you go about finding answers in the Bible?

Leading Others: How would you describe your ability to organize and direct a group of people?



Your Experience – Can you describe a time when you lead others successfully?

Developing People: How often have you coached or developed people?



Your Experience – Would you describe a time when you gave someone much-needed feedback?



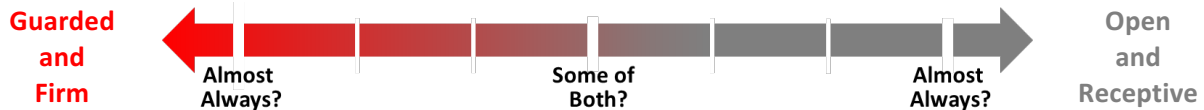
Characteristic #4 – Chemistry

Relational chemistry is critical in leadership because it seeks to create unity, not uniformity, among a group of people. How does relational chemistry happen in leadership? It starts when you make a commitment to that you will “be for each other” (John 13:34-35).

When a challenging situation arises, you can choose to believe the best about someone or believe the worst.

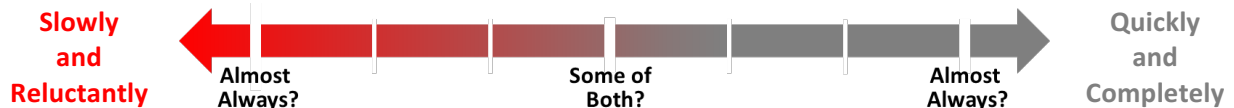
Paul shared that we are to “make every effort to keep the unity of the Spirit through the bond of peace” (Ephesians 4:2). As the Spirit enables you to live in unity and peace, the joy of friendship can form in leadership. Being able to serve in leadership with friends is a treasured gift, as the Spirit enables you to love relentlessly with the love of Christ.

Open to Opinions: How receptive are you to ideas and opinions you disagree with? (mark the scale below)



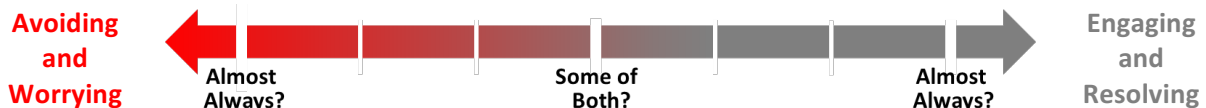
Your Experience – Share a specific example of when you changed your mind—based on others’ ideas.

Making Peace: How quickly do you forgive and try to reconcile after you’ve been hurt by someone?



Your Experience – How have you been hurt? How did you respond?

Conflict Resolution: How do you typically handle conflict?



Your Experience – Can you describe a time when you initiated a “difficult conversation” and how it turned out?



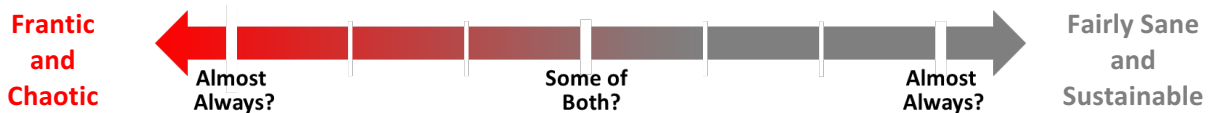
Characteristic #5 – Capacity

Spiritual leadership is often demanding and requires you to set priorities and to manage your time well. If Christ is leading you into leadership, what will you surrender to Christ in order to create margin in your life (Acts 6:1-7)?

What changes will need to be made to your priorities in order to make time to serve while continuing to invest in critical relationships?

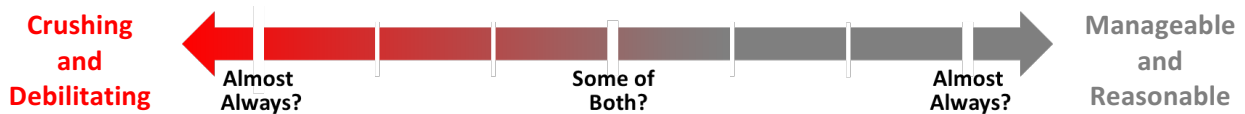
Creating margin allows you to accomplish what needs to be done, but not at the expense of your health or your most important relationships.

Scheduling Sanity: How would you describe the pace of your life? (mark the scale below)



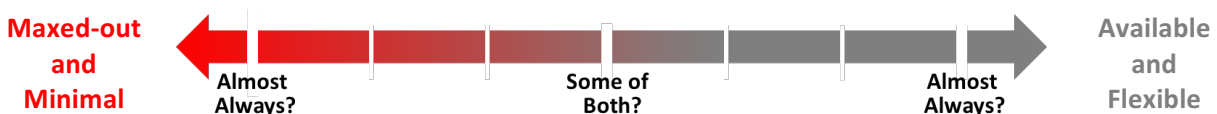
Your Experience – How do you typically like to refresh and refuel?

Stress Management: How much personal stress are you carrying?



Your Experience – What are your “warning signs” of too much stress?

Making Margin: How much time and energy do you have for ministry?



Your Experience – Can you share a recent example of when Christ prompted you to surrender your schedule, and say “No” to something/someone?

“For God is working in you, giving you the desire and the power to do what pleases him.” – Philippians 2:13