

Becoming a Great Leader

Lesson 4-1: Evaluating Your Leadership Skills

Discussion Guide – Confidentiality Reminder

One Word Check-in

Update – Personal, Business, Leadership

“Because of the privilege and authority God has given me, I give each of you this warning: Don’t think you are better than you really are. Be honest in your evaluation of yourselves, measuring yourselves by the faith God has given us. Just as our bodies have many parts and each part has a special function, so it is with Christ’s body. We are many parts of one body, and we all belong to each other. In his grace, God has given us different gifts for doing certain things well. ... If God has given you leadership ability, take the responsibility seriously.” Romans 12:3-8 (NLT)

Everyone has the capacity for leadership but becoming a great leader is a process. No one is born a leader, but some people are more gifted to grow into wonderful leaders. Great leadership comes from study, observation, receiving meaningful feedback and incrementally accepting greater and greater leadership challenges. Also, many people can find themselves leading in a variety of circumstances. As an example, an entry-level professional might become the leader in a meeting with the CEO because he/she has the knowledge and experience to lead a conversation on social media marketing. Anyone can step up to lead in different situations. Just to be clear, having a position of authority does mean that you have influence in the workplace, but authority alone does not equate to effective leadership.

Being a leader requires many skills. The more skills you have, the more potential you have to be an effective leader. Great leaders build teams where people desire to follow the leader out of respect and admiration, and not out of obligation or compulsion. A key aspect of great leadership is a healthy personal life, which we discussed in Series 2 Leading Yourself. In this series, we are going to evaluate these building blocks of leadership.

- Trustworthiness
- Positivity
- Discipline
- Effective Communication
- Humility
- Competence

There is no one way to lead. Everyone has strengths and weaknesses. The combination of skills that you have determines how you can best lead. For this lesson, we are suggesting that you take a leadership discovery journey to understand your strengths and weaknesses as a leader. You must lead from your strengths and then bring others to help with your weaknesses (see recommendations on page two).

Self-deception is one of the biggest issues facing leaders. You are not the leader you think you are. You are the leader others know you to be. If you want to understand how your boss, your peers and your direct reports view your leadership, you must find out in a truthful but anonymous manner. People do not want to follow bad leaders, so you must become the best that you can be (see recommendations on page two).

Shared Experiences:

- Can someone share what has helped them grow the most as a leader?
- Can each person share how they receive feedback as a leader? How do you know if you are a good leader or not?
- What one quality do you admire the most about the best leader that you know?
- Can someone share what they learned from working with bad or marginal leaders?
- If you took the recommended assessment tools, what did you learn from this?
- What leadership skill is your strongest and what is the weakest?

Bottom line: We are blessed by our strengths and challenged by our weaknesses. No one can do everything, which is why we need to continually learn and grow as leaders. We need to take an honest assessment of ourselves and our leadership so that we can grow into the person God created us to be.

One Word Check-out

Dig Deeper

Want to learn more?

- *Article:* [9 Leadership Assessment Tools You Need to Try In 2022](#) by Fasma Savad with SurveySparrow.com
- *Video:* [Collins on Level 5 Leadership](#) by Jim Collins presented by Sidekick Film Co
- *Book:* [Good to Great](#) by Jim Collins
- *Video:* [Leadership and Self-Deception](#) by The Arbinger Institute
- *Book:* [Leadership and Self-Deception](#) by The Arbinger Institute (This is really an excellent resource that you have likely not heard of before.)
- *Article:* [How Leaders Can Get Honest, Productive Feedback](#) by Jennifer Porter writing for Harvard Business Review
- *Article:* [Annual Reviews Are a Terrible Way to Evaluate Employees](#) By Marcus Buckingham writing in the Wall Street Journal, April 30, 2022
- *Book:* [The Leadership Challenge](#) by Kouzes and Posner (This book is consistently being updated. Make sure you get the current version.)
- *Video:* [Why People Ought to Follow You](#) by Jim Kouzes at Google Talks (This is an excellent presentation.)

Recommendations to consider:

1. **Evaluation of 34 Strengths/Weakness:** Take the [StrengthsFinder2.0 Assessment](#), which is based on 34 CliftonStrengths identified by Don Clifton. This is not an assessment of leadership, but it is an evaluation of some of your strengths and weakness that you need to consider as a leader.
2. **360 Degree Feedback:** There are many 360 Degree feedback tools available. You may Google 360 Degree feedback to select that one that is best for you and your team. Also, it seems [EchoSpan](#) has a comprehensive tool that should be sufficient. This type of assessment requires that your boss, peers, and direct reports respond to this assessment so you can get feedback from the people you affect the most.