

Leadership Reflections

Fifteen Cs Discussion Framework for Reflection on a Leadership Role

This worksheet explores 15 key areas for reflection and discussion in leadership. These can form the basis for a leadership review within a Christian or Church organisation. Existing leaders who are reflecting on their own development can use the exercise as a basis to discuss who they are, how their background impacts ministry, their motivations and expectations for their ministry. In addition, the worksheet can be useful for teams going through a major transition period, such as a change in goals or the addition of new members. The tool can be used as a discussion starter or the basis of a more formal interview and report. It is also possible to use the tool as the basis for a selection interview.

Sense of Calling How has your sense of 'calling to this ministry' been shaped? What aspects of this ministry seem to you to be affirmed? Are there areas of ministry that sit more comfortably with your 'sense of call' than others? Talk about your sense of call to this congregation.

Comment:

Sense of Compatibility Reflect on the compatibility you feel with this church and its direction, culture or ethos. What aspects of the life of this organisation do you think will make you feel at home? What dimensions do you feel might be less compatible with who you are as a person? Do you think any of these will be a significant issue for you? Are you comfortable here?

Comment:

Leadership Competencies What are the main gifts and skills you bring to leadership? In which areas of service are you comfortable that you operate effectively and competently? Which areas of the position description do you feel confident about? Are you aware of competencies that are expected for this role, which you do not possess?

Comment:

Challenges What are the major challenges you face in ministry and leadership? What steps are you taking to respond to these? Discuss any challenges or concerns which have become stressful for you in the past. Are there areas of the position description you feel will need your attention and development?

Comment:

Leadership Community relationships What are the gifts you will bring to the leadership team? Reflect on your functioning as part of teams in the past, what are your team strengths? What would make a team a supportive and healthy environment for you as a leader?

Comment:

Communication style How do you most effectively communicate with other key leaders, staff members, elders and the congregation as a whole. What information and resources you think you will need to operate effectively as a leader?

Comment:

Conflict management What are the main conflicts you have been involved in as part of your role as a leader? How have you handled them? Are there any conflicts which have not been resolved well, how have you managed these?

Comment:

Self Care processes and networks What aspects of self-care do you practice? Who provides the encouragement to keep you going in ministry? Prayer support? How do you communicate with these people?

Comment:

Counsel From whom do you receive input, guidance, mentoring, spiritual direction, wisdom and counsel? Do these relationships meet your needs for personal and leadership input.

Comment:

Confirmation How do family and close friends feel about you serving in a Christian leadership role? In what areas do they affirm and support you? In what areas do your wife/husband/children have concerns about your role?

Comment:

Corporal Health How is the state of your physical health? Your psychological health? Are there aspects of your role that have impacted your well-being and health?

Comment:

Cash resources How do you feel about the financial arrangements under which you may minister? Do you think you will have adequate financial resources and income to meet your needs?

Comment:

Character formation How is your character and your 'personhood' being formed in your role or current position?

Comment:

Changes Reflect on any other changes you would recommend to the position so that you might be more effective in ministry and leadership? Are there things you would like to do less of? Are there things you would like to do more of?

Comment:

Concerns Name any other concerns or questions you would like to raise as part of this interview.

Comment:

Notes: