

**How
to
answer
everyone**

Matching leadership styles with situations and individual needs

- 1. Directive style**
- 2. Consultative style**
- 3. Free-Rein Style**

Mission of Christ Followers

Model of Christ's ministry

Mind of Christ in us

Mission of Christ Followers

“Then Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.’”

(Matthew 28:18-20)

Model of Jesus' Ministry

- 1. Told them what and why – teaching**
- 1. Showed them how – mentoring**
- 1. Gave them responsibilities and evaluated them**
- 1. Sent them out to fulfill the mission**

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Colossians 4:5-6

“Be wise in the way you act toward outsiders; make the most of every opportunity.

Let your conversation be always *full of grace*, seasoned with salt, so that you may *know how to answer everyone.*”

Romans 12:10

**Love each other with
genuine affection,
and take delight in
honoring each other.**

Adjusting your leadership style

**1. Pause – don't react naturally –
calm down –**

Hold the trigger



Adjusting your leadership style

2. Identify – the desired results



Adjusting your leadership style

3. Adjust – your response to produce the appropriate leadership style



Proverbs 25:28

“Like a city whose walls are broken through is a person who lacks self-control.”

Galatians 5:22-23

“But the fruit of the Spirit is self-control.”

Mind of Christ

“Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus”

(Philippians 2:3-5)

1. Directive or Authoritative style



**Leader centered -
giving orders and directions**

Advantages

- **Quick decision-making**
- **Crisis situations; where there is immaturity, right answers needed; addresses indecisiveness**
- **Might yield better results when quick decisions are necessary**

Disadvantages

- **Centralizes in one person – the leader**
- **encourages others to use less creativity and take less initiative**
- **Fails to draw from the strengths of others**
- **Doesn't multiply through others**
- **Could drive people away from you or cause them to calculate...**

2. Consultative - Democratic Style

Decentralizes leadership and delegates decisions and authority.



Leader makes a final decision after consultation with others.

Could still involve limits within which people function.

Advantages

- **Recognizes value in others – encourages positive attitudes, reduces resistance to change**
- **Exchanges ideas, improves job satisfaction and individual and group morale.**
- **Shared ownership and responsibility**
- **Multiplication principle (Matthew 28:18-20)**

Disadvantages

- **Not for right or wrong issues but for wise or best choices**
- **Time consuming and slower decision-making.**
- **Could create problems when unwisely practiced**
- **Requires more maturity from leaders and participants**
- **Opens a door to antagonistic people**

3. Free-Rein



Gives freedom and decision-making to others.

A group or individual operates independently.

Leader allows for free-flow of communication and replaces authority with availability.

Advantages

- **Increases satisfaction and morale of others**
- **Encourages initiative and ownership**
- **Develops leadership in others**

Disadvantages

- **Insufficient leadership**
- **Insufficient guidance and support**
- **Working at cross purposes - creating confusion, disunity and discouragement**

Free-Rein style is appropriate when others are:

- well trained
- highly knowledgeable and skilled
- self-motivated
- prepared to take responsibility.
- Or in situations when no one knows the correct or best answer

Philippians 2:12-13

“...continue to work out your salvation with fear and trembling, ***for it is God who works in you*** to will and to act in order to fulfill his good purpose.