

LEADERSHIP QUALITIES

Lesson 7

I. INTRODUCTION.

A. God Does Not Want Just Any Leaders, But Leaders with Certain Qualifications.

What qualifications were given to Israel's judges (Ex. 18:21-22)? What qualifications were given to Joshua (Josh. 1:6-9)? What qualifications were given to Israel's kings (Deut. 17:14-20; 1 Chron. 28-29)? What qualifications were given to the Jerusalem church servants (Ac. 6:3)?

B. Qualifications - From Man or From God?

We are not interested in man's qualifications - attractive outward appearance, eloquent speaker, influential, wealthy, well-educated. etc. God's qualifications are what counts - the qualifications found in the Bible.

C. A large portion of material in this lesson was adapted from information found in two good books, *Be A Leader People Will Follow* by David Hocking (Regal Books, 1979) and *Christian Leadership Handbook* by J.J. Turner (Howard Publishing, 1991).

II. LEADERSHIP QUALITIES.

A. Ability.

1. Key question: Am I capable of leading other people?
2. Principles: Leaders lead by God-given ability. We do not all have the same "talent" (Mt. 25:14ff) and we do not all have the same "gifts" (Rom. 12:4-8; Eph. 4:11; 1 Pet. 4:10-11). We must identify our ability ("talent" or "gift"), improve it, and use it. Are you elder, deacon, evangelist, teacher, or minister (servant) "material"?

B. Strength.

1. Key question: Do I have the inner, spiritual strength it takes to lead others?
2. Principles: Leaders lead by the power of the inner man – the positive, spiritual attitude of faith, prayer, Bible study, self-discipline, and fearlessness (Rom. 7:22; 2 Cor. 4:16; Eph. 3:16).

C. Motivation.

1. Key question: Why do I want to lead people and what is my motivation for doing so?
2. Principles: All leaders have motives.
 - a) *Wrong motives* - pride (Mk. 10:35-45); money (1 Tim. 6:5b-10); fame (Prov. 27:2); personal needs such as self-pity or physical affection (Phil. 2:4-8); "have-to-do-it" obligation; competition (2 Cor. 10:12-18); etc.

b) *Right motives* - desire to win the lost to Christ (1 Cor. 9:19-22); desire to build up others (Col. 1:28-29; review Lesson 7 III.); desire to gain a heavenly reward (Mt. 6: 19-21); desire for the love of Christ (2 Cor. 5:14); desire to glorify God (1 Cor. 10:31); etc. You must be able to motivate yourself first, before you can motivate (lead) others.

D. Authority.

1. Key question: Will people respond to my leadership?
2. Principles: Leaders act by authority. Yet, it is natural to resist authority. There are a number of factors in society that cause resistance to authority (lack of discipline, lack of teaching moral absolutes or teaching principles of authority, failure of those in authority to be good examples, etc.). In addition, there are organizational factors that cause resistance to authority (no job descriptions, no response from leadership, no explanations, showing partiality, demanding extra work without asking, no appreciation, etc.). Where does our authority come from? It does not come from self, education, the majority, or an office and title. It comes from Christ through his word (1 Cor. 11:3; Eph. 1:22-23; 4:15; 5:23; Col. 1:18-19; 1 Tim. 4:11; 5:7; Tit. 2:15; Heb. 13:7, 17).

E. Strategy.

1. Key question: Do I know where I am leading people?
2. Principles: Leaders must know where they are going and how to get there. Good leaders always have a good strategy in mind. A good strategy is composed of five things (from specific to general) - *goals, priorities, planning, objectives, and guidelines*. Leaders need a strategy because without one, members don't know what to do, why to do it, or how to do it. Without a strategy members lose interest, they don't know how to evaluate themselves, they lack commitment, they do the wrong things, or they will easily give up in a crisis. Every local church should be a purpose-driven church and every member of the local church should have a strategy to fulfill the five-fold purpose that God desires: *worship* and *service* (found in the Great Commandment, Mt. 22:34-40); and, *evangelism, fellowship, and edification* (found in the Great Commission, Mt. 28:16-20).

F. Love.

1. Key Question: Do I truly care for the people around me that I am leading?
2. Principles: Leaders must love the people they are trying to lead (this is *agape* love; sacrificial and serving love; see Jn. 3:16; 13:34; 15:13,17; 1 Jn. 2:10; 3:1, 10-24; 4:7 - 5:3). Many leaders cannot love their followers because they are too busy, have too many demands, they are too impatient, they are too insecure about their position, they are too sensitive about what others say, or they are too afraid of close relationships. Leadership without love is empty and worthless (1 Cor. 13:1-7). When the love of God (Rom. 5:5) and the love of Christ (Eph. 3:19) abides in our hearts, then and only then, can we go out and love others and lead them properly.

G. Example.

1. Key Question: Can people look to me for leadership?
2. Principles: Leaders are out front leading by example (Mt. 3:14; Heb. 13:7). Therefore, a leader's example must be without reproach. Look at the qualifications for elders and deacons (1 Tim. 3:1-10; Tit.1: 6-9). These men must meet certain qualifications because they will be setting examples in the area of marriage, family, dealing with others, and personal habits. Most of these qualifications are to be found in the lives of all Christians, not just the elders and deacons!

H. Communication.

1. Key question: Do the people I am leading clearly understand what I am saying and do I listen to the people I am leading?
2. Principles: Leaders lead with good communication – both speaking (Eph. 4:29; 2 Tim. 2:2; Tit. 2:1, 15) and listening (Mt. 13:9; Mk. 4:24; Lk. 8:18; Jas. 1:19; Prov. 1:5; 18:13). Good communication skills involve both speaking and listening. For those interested in improving their public speaking skills and listening skills there are a number of good resources available to help you. The art of persuasion and "salesmanship" also involves communication. There are also good resources to help with these qualities.

I. Personal Relations.

1. Key question: Can I handle various situations, good and bad, involving the people I am leading?
2. Principles: Leaders must have good personal relations with others. Jesus was a "people person". He dealt with all kinds of people in various situations. All good leaders will eventually have to face three basic trying situations - *problems, criticism, and negativism*. Can you solve typical local church problems with common-sense, practical solutions or Biblical solutions (2 Tim. 3:16-17)? Can you handle both constructive and destructive criticism with a Christ-like attitude (1 Pet. 2:23; Mt. 5:44; Jas. 4:11; 5:9)? Can you stand firm when you are surrounded by negativism (Num. 13:25 - 14:10)? If so, then you would make a good leader. If not, then you should not lead.

III. CONCLUSION.

- A. Leadership Is Serious Business, So God Requires His Leaders to Have Leadership Qualities.
- B. Which Leadership Qualities Do You Now Have and Which Do You Need to Improve Upon?

Lesson Seven Discussion

1. What kind of situation will you have if a leader is not qualified to lead?
2. Using the scripture references in the lesson, list the leadership qualities that God required of the following persons: Israel's judges, Joshua, Israel's kings, and the Jerusalem church servants.
3. What are the qualities necessary to be a good leader?
4. What does Matthew 25:14ff teach us about ability, opportunity, and responsibility?
5. What kind of "inner man" must a leader have?
6. What two persons must be motivated before there can be leadership success?
7. Where does a leader get his authority?
8. What is the five-fold purpose of the local church and what leadership quality is necessary to achieve it?
9. Explain what love is, and is not, using 1 Corinthians 13:1-7.
10. Why is the "example" quality of leadership so important?
11. Communicating involves _____ and _____.
All good leaders will eventually have to face _____, _____,
and _____.
12. List one leadership quality that you plan to improve upon. What specific steps will you take to improve it?