

STUDENT LEADERS START HERE

**ASSESSMENTS & TOOLS TO HELP
YOU GROW AS A LEADER**

BY DOUG FRANKLIN

LeaderTrek[®]



Student Leaders Start Here

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INTRODUCTION

What is *Student Leaders Start Here*?

Student Leaders Start Here is a practical workbook focusing on three topics that make up the starting point for developing as a leader. The process of leadership development is different for each person but the three principles presented in the following pages are foundational to getting the right start.

To get the right start in leadership you must understand these three key principles:

Leadership Design

Your foundation of leadership is built on who you are. Each person will lead differently based on how they were created and how they have been specifically gifted by God. This information will determine how we act in different situations and allow us to serve others through our strengths.

Balancing Act

We all know a great visionary who has acted inappropriately. We also know the leader who wants everything done right but can't execute the vision. The key here is balance. A leader must learn how to execute skills, but also be someone of great character.

Mission First – People Always

God has given us a mission and the mission is people. Leaders generally value one over the other, thus neglecting the one they do not value. But in leadership, tasks and relationships are tied together. Great leaders understand this and work hard to care for people, while still reaching their goals.

Who is This Book For?

This workbook is for students who are stepping into leadership. If you are a student seeking to improve your leadership, *Student Leaders Start Here* will give you the tools you need. Leadership can be learned and you are taking the right first steps by seeking to develop your leadership at a young age. The knowledge and experience you will gain from going through this workbook will serve you and the church of Christ for the rest of your life. As a student leader, the impact you can have is great. After all, youth ministry is not the church's ministry to students. Youth ministry is the students' ministry to the world. How will you lead this ministry?

How to Use This Book

Student Leaders Start Here serves as a multi-faceted resource. In it you will find three sections, each dedicated to the foundational leadership points you read about above. Each section, or chapter, will give you a thorough understanding of the principle, as well as multiple experiences for you to go through to better understand the principle in your own leadership. Since *Student Leaders Start Here* was made as a workbook, feel free to write in the book as much as you want.

Leadership Profile

On page 92 is a leadership profile for you to begin building for yourself as you complete the assessments and growth plans in each chapter. This profile will show who you are as you stand at the starting line: your strengths, areas of improvement, and an action plan for you to grow stronger as a leader.

Whatever you do, make sure you are sharing your results with someone you trust who can keep you accountable to what you are learning. Learning about your own individual leadership is never enough; it must be applied. If you share your results and thoughts about what you are learning with others, they can keep you accountable to applying your leadership.

How to Use This Book in a Small Group

Student Leaders Start Here is a great resource to use in a small group of students all seeking to improve their leadership together. A group setting allows students to challenge each other and hold each other accountable as they start their leadership Journey.

At the end of each session there are some group pages with discussion questions and a schedule for you to take a group through.

Start Here

If you're a professional runner, the preparation for a big race can be exhausting. Months of sunrise jogs, blisters covering your feet, wind burnt face, and torn muscles. There are probably days your body wants to quit on you, with your mind definitely agreeing; yet still you push onward knowing full well the prize at the race's end is given to only one. To most onlookers, the pain you endure doesn't seem worth it. They can't fathom why anyone would go through the suffering you are sustaining, the long hours of work or the perseverance it requires to push through even in the face of failure. But that's because they don't get it. The naysayers and skeptics don't understand the struggle you willingly choose because they have never experienced the sweet taste of victory at the end of the race. Even the mere thought of winning the prize impels you forward in your training, driving you through your limitations so that you may stand at the starting line ready to run the race.

It's the same in leadership. Great leaders have trained themselves, honing their skills and sinking the roots of their character deep into the ground. Leadership involves so many things: communication, mission, vision, relationships, honesty, and perseverance. In order to stand at the starting line as a leader, you must first train yourself for the race.

Student Leaders Start Here is a training tool for you to hone your own leadership skills and give you the knowledge you need to start the race with confidence

LEADERSHIP DESIGN

EACH RUNNER that steps up to the starting line knows how they are wired. They know if they are designed for endurance running or quick sprints. They know how to time their breaths with a stride that will sustain them to the finish line. They know where the limit is and when they have a second wind to give. As you stand at the starting line of your leadership potential, you must also know how you are wired and gifted. We call this your leadership design. These two components are different, but both vital to understand when stepping into leadership.

Wiring: The unique way God has put you together with a combination of different strengths, abilities, talents and personality traits.

Everyone is created with certain innate qualities making them totally original. You were created by God, hard wired with talents and personality traits that are unique to just you. No one else in the world has the same strengths you do because God created all of us individually. God has put much time into creating you and specifically designed you with a purpose. In the book of Psalms, David writes:

...you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be.

— Psalm 139: 13-16

King David, the author of this psalm, saw the truth of our wiring, realizing it was God who had made us and placed in us certain abilities and strengths. And as you grow in age and wisdom, this wiring makes itself more and more clear in your life. Everyone is wired differently and bring different strengths into their leadership; God has given us the ability to grow in these areas if we put hard work into using them and challenging ourselves on a regular basis.

Giftng: The spiritual gifts that God has infused in you, equipping you for Kingdom work.

Just as it is important to know how you are wired, an understanding of how Christ has gifted you is vital. When you become a Christian and the Holy Spirit comes upon you, God blesses you with spiritual gifts. These gifts are given to you for the good of advancing the Kingdom of Heaven. In his letter to the Corinthians, the Apostle Paul wrote that:

There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men. Now to each one the manifestation of the Spirit is given for the common good.

— 1 Corinthians 12: 4-7

Each Christian is infused with certain spiritual gifts for the common good and each person's gifts are unique to who they are, as seen in these verses. These gifts in many instances look similar to talents or strengths, but are not to be treated the same way. Growing in your spiritual gifts does not come from your efforts alone, but instead comes out of a deepening relationship with Christ. As your relationship with God grows and matures, your abilities within your gifts will grow.

God has built the foundation of your leadership on who you are. Each person will lead differently based on their giftedness and wiring, so knowing exactly how God has enabled you for leadership is vital. This information will determine how you act in different situations and allow you to serve others through your leadership design.

The Bible on Leadership Design

Below is a case study on the leadership design of Moses. Take some time to read through how he was uniquely created to lead the people of Israel, but also how he was intentionally gifted by God in a situation where he could not have succeeded without the LORD's help. Moses' leadership design is a direct result of God's presence in his life.

Moses' Wiring

You probably know the story of Moses leading God's people out of the Egypt, because God used Moses in a powerful way as a leader. But long before the burning bush, and the confrontations with Pharaoh, Moses learned how he was wired. He was a "mover" in God's Kingdom. He couldn't stand injustice and quickly became the mover that brought change to people. Unfortunately, he had some growing to do in that area before he would be equipped to lead the Israelites out of Egypt. Take a look at this...

One day, after Moses had grown up, he went out to where his own people were and watched them at their hard labor. He saw an Egyptian beating a Hebrew, one of his own people. Glancing this way and that and seeing no one, he killed the Egyptian and hid him in the sand... When Pharaoh heard of this, he tried to kill Moses, but Moses fled from Pharaoh and went to live in Midian, where he sat down by a well. Now a priest of Midian had seven daughters, and they came to draw water and fill the troughs to water their father's flock. Some shepherds came along and drove them away, but Moses got up and came to their rescue and watered their flock. When the girls returned to Jethro their father, he asked them, "Why have you returned so early today?"

They answered, "An Egyptian rescued us from the shepherds. He even drew water for us and watered the flock."

"And where is he?" he asked his daughters. "Why did you leave him? Invite him

to have something to eat.”

Moses agreed to stay with the man, who gave his daughter Zipporah to Moses in marriage. Zipporah gave birth to a son, and Moses named him Gershom, saying, “I have become an alien in a foreign land.”

— Exodus 2:11-12, 15-22

God’s special, unique wiring of Moses stands out clearly. Moses obviously has a strong desire for justice woven into him, as seen by his defense of not only the Hebrew slave, but also the Midianite women at the well. In both situations Moses’ desire for justice compels him to create movement and make change. But in the first case, he went too far and acted on his own law rather than God’s.

A warning to us all: We can either use our strengths or abuse our strengths as leaders; the choice is ours. We must always consider our wiring in light of God’s mission, not our own. Just because we are good at something, doesn’t mean it’s a good thing to do.

Over time, Moses grew in his strengths and eventually committed himself to living out the mission God had wired him for from day one: leading God’s people out of slavery and into the Promised Land. Moses wasn’t ready for that mission in his early days. But every time Moses was faced with an opportunity to be a mover and make change, he grew in this ability.

The amazing thing about God is His desire to not only meet us where we are at, using the strengths and talents He put in us, but also His equipping us specifically for our mission.

Moses’ Gifts

After 40 years of living in Midian, God decided it was time to bring Moses back to Egypt and use him to free the Hebrew people. You know the story...Moses encounters the burning bush and the angel of the Lord starts laying the plan out for him. The Israelites have endured extreme persecution, and God is going to deliver them through Moses, rescuing them from their oppressors and leading them into the Promised Land.

Seems perfect doesn’t it? Moses hates injustice. Moses is an Israelite, yet grew up surrounded by Egyptian palace life. And Moses is a mover. It seems like he had been wired for this exact moment. Moses, however, does not believe his own strengths are enough, nor does he believe God could ever gift him in such a way to lead God’s people. Over and over again Moses protests God’s decision to use him in such a way.

...But Moses said to God, “Who am I, that I should go to Pharaoh and bring the Israelites out of Egypt?”

— Exodus 3:11

...Moses said to God, "Suppose I go to the Israelites and say to them, 'The God of your fathers has sent me to you,' and they ask me, 'What is his name?' Then what shall I tell them?"

— Exodus 3:13

...Moses answered, "What if they do not believe me or listen to me and say, 'The LORD did not appear to you'?" — Exodus 4:1

...Moses said to the LORD, "O Lord, I have never been eloquent, neither in the past nor since you have spoken to your servant. I am slow of speech and tongue."

— Exodus 4:10

...But Moses said, "O Lord, please send someone else to do it."

When looking at these verses, it's crazy that God still chose Moses to lead His people out of captivity. Moses clearly does not want to go where God is calling him, yet all of his excuses for not going are based on his own limitations. Moses does not for a moment consider God could empower him in all the areas he is afraid. But for each excuse, God responds by gifting Moses, supplying him with what he needs to overcome every obstacle.

...And God said, "I will be with you. And this will be the sign to you that it is I who have sent you: When you have brought the people out of Egypt, you will worship God on this mountain."

— Exodus 3:12

...God also said to Moses, "Say this to the people of Israel: Yahweh, the God of your ancestors — the God of Abraham, the God of Isaac, and the God of Jacob — has sent me to you. This is my eternal name, my name to remember for all generations."

— Exodus 3:15 (NLT)

... The LORD said, "Throw [your staff] on the ground." Moses threw it on the ground and it became a snake, and he ran from it. Then the LORD said to him, "Reach out your hand and take it by the tail." So Moses reached out and took hold of the snake and it turned back into a staff in his hand. "This," said the LORD, "is so that they may believe that the LORD, the God of their fathers — the God of Abraham, the God of Isaac and the God of Jacob — has appeared to you."

— Exodus 4:3-5

The LORD said to him, "Who gave man his mouth? Who makes him deaf or mute? Who gives him sight or makes him blind? Is it not I, the LORD? Now go; I

will help you speak and will teach you what to say.”

— Exodus 4:11-12

Then the LORD’s anger burned against Moses and he said, “What about your brother, Aaron the Levite? I know he can speak well. He is already on his way to meet you, and his heart will be glad when he sees you. You shall speak to him and put words in his mouth; I will help both of you speak and will teach you what to do. He will speak to the people for you, and it will be as if he were your mouth and as if you were God to him.”

— Exodus 4:14-16

For every excuse Moses comes up with declaring his own insufficiency for the job, God responds by supplying him with the way to triumph. Moses does not believe he is able to lead the people; God disagrees and gives him the gift of leadership. Moses doesn’t think the people of Israel will believe him and God gives him words and the authority of a prophet. Moses seems stunted by his inability to speak and God sees fit to give him the gift of speaking and even sends Aaron to assist him in this endeavor until he gains more confidence.

God uses both the unique wiring of Moses and a set of gifts to accomplish His mission of freeing the Israelites. Moses was designed for leadership and so are you.

Your Leadership Design

Leadership Wiring Assessment

You were created in a specific way. There is no question that you are unique and the only person who has ever existed in the world’s history exactly like you. And this special design was meant to bring about a special purpose. When you are learning about and stepping into leadership, it is vital to know how you are wired so you can lead from your strengths and talents. Since each person is an individual, everyone leads differently. At LeaderTreks, we have developed the Leadership Wiring Assessment to assist in the discovery of your leadership design.

There are four main ways (or types) that leaders are wired. As you saw with Moses, he was a Mover. Each type is vital and important in a ministry. They all bring their own strengths and weaknesses. This tool will help you identify how you are wired as a leader. You will be a better team leader and team member when you become aware of your leadership wiring and recognize the leadership wiring of others.

Scoring Instructions

Following are ten statements. Complete each statement by selecting the answer that best describes you. Don’t worry if your answers seem inconsistent. Treat each statement as a unique situation. Select only one response for each statement. Mark the box on the right to indicate your answer.

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***Student Leaders Start Here* is a practical workbook focusing on three topics that make up the starting point for developing as a leader.**

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Leadership Design *(Includes: Leadership Wiring & Spiritual Gifts Assessment)*

Your foundation of leadership is built on who you are. Each person will lead differently based on how they were created and how they have been specifically gifted by God. This information will determine how we act in different situations and allow us to serve others through our strengths.

Balancing Act *(Includes: Leadership Skills Test & Character Trait Assessment)*

We all know a great visionary who has acted inappropriately. We also know the leader who wants everything done right but can't execute the vision. The key here is balance. A leader must learn how to execute skills, but also be someone of great character.

Mission First – People Always *(Includes: Leadership Style Assessment)*

God has given us a mission and the mission is people. Leaders generally value one over the other, thus neglecting the one they do not value. But in leadership, tasks and relationships are tied together. Great leaders understand this and work hard to care for people, while still reaching their goals.

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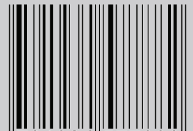
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