

Leading Like Jesus: A Summary of the Heart, Head, Hands, and Habits Model



Capacity: Leadership

Baton Exchange

Leadership takes many forms, but for followers of Christ, the model is unmistakably clear: Jesus Himself. The *Lead Like Jesus* framework—developed by Ken Blanchard and Phil Hodges—captures the essence of Christ-shaped leadership by organizing it into four dimensions: **Heart, Head, Hands, and Habits**. These dimensions together represent a whole-life approach to leading others with humility, vision, integrity, and grace. This summary integrates the original model with biblical truths, core principles, best practices, and practical tools to help you become a Christlike leader in every sphere of influence.

HEART: THE MOTIVATION OF A CHRISTLIKE LEADER

The Heart focuses on *why* you lead—your motives, attitudes, and inner life. According to Scripture, leadership begins in the heart: “Above all else, guard your heart, for everything you do flows from it.” — Proverbs 4:23

Biblical Precepts

- **Humility over pride:** Philippians 2:3 reminds us, “*Do nothing out of selfish ambition... but in humility value others above yourselves.*”
- **Love over self-interest:** Jesus teaches that leadership flows from love (John 13:34–35).
- **Identity in Christ:** A secure heart leads without needing to control, impress, or dominate.

Basic Principles

- Know *why* you lead—not for status, power, or affirmation, but to serve God and elevate others.
- Christlike leaders evaluate hidden motives, not just visible behavior.

Best Practices

- Pray for a renewed heart daily.
- Confess pride, fear, or insecurity quickly.
- Let the Holy Spirit shape emotional maturity—patience, gentleness, compassion.

Benefits

- When the heart is right, leadership feels lighter, relationships deepen, and trust grows naturally.
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HEAD: THE MINDSET AND BELIEFS OF A CHRISTLIKE LEADER

The Head focuses on what you believe about leadership, your vision, and your understanding of people. “Be transformed by the renewing of your mind.” — Romans 12:2

Biblical Precepts

- Leaders seek wisdom (James 1:5).
- Vision comes from God’s purposes rather than ego (Proverbs 29:18).
- Leaders think with truth, grace, and discernment.

Basic Principles

Christlike leaders embrace beliefs such as:

- Leadership is stewardship.
- People are image-bearers of God.
- Influence is given for service, not self-exaltation.

Best Practices

- Clarify your God-given mission and goals.
- Align your leadership with Scripture, not cultural trends.
- Make decisions through prayer, wise counsel, and biblical values.

Benefits

A renewed mind brings clarity, conviction, and direction—helping leaders navigate challenges with calm confidence.

HANDS: THE ACTIONS AND SKILLS OF A CHRISTLIKE LEADER

The Hands represent the practical side—how you lead, treat people, and carry out responsibilities. “I have set you an example that you should do as I have done for you.” — John 13:15

Biblical Precepts

- Jesus washed His disciples’ feet (John 13:1–17), modeling servant leadership.
- Leaders are called to equip others (Ephesians 4:11–12).
- Productivity, diligence, and excellence honor God (Colossians 3:23).

Basic Principles

- Serve first—lead second.
- Build people, not ego.
- Demonstrate integrity through consistent action.

Best Practices

- Practice active listening and empathy.
- Provide clear expectations and coaching.
- Celebrate wins and give honest, timely feedback.
- Develop people intentionally—train, mentor, and empower them.

Benefits

Christlike actions create cultures of trust, high engagement, strong morale, and long-term growth.

HABITS: THE SPIRITUAL DISCIPLINES OF A CHRISTLIKE LEADER

The Habits are what sustain leadership over time. They anchor a leader in Christ and build spiritual resilience.

“Remain in me, as I also remain in you.” — John 15:4

Biblical Precepts

- Jesus often withdrew to pray (Luke 5:16).
- He studied Scripture and obeyed the Father (Matthew 4:1–11).
- He practiced gratitude, worship, and community.

Basic Principles

Great leadership flows out of regular connection with God. Habits transform private devotion into public fruitfulness.

Best Practices

- Daily prayer and Scripture reading
- Weekly Sabbath rest
- Regular worship and fellowship
- Confession and accountability
- Practicing gratitude
- Journaling spiritual insights

Benefits

These habits keep leaders grounded, joyful, and aligned with the Holy Spirit—even amid pressure and responsibility.

THE INTEGRATED MODEL: A WHOLE-LIFE APPROACH

When the four dimensions work together, Christlike leadership becomes both inwardly authentic and outwardly impactful.

- **Heart** determines your motives.
- **Head** shapes your mindset.
- **Hands** reveal your actions.
- **Habits** sustain your growth.

Jesus demonstrated all four—His pure heart, kingdom-centered mindset, servant-hearted actions, and disciplined habits created the most world-transforming leadership ever seen. This model invites modern believers to follow in His footsteps.

ASK YOUR MENTOR

1. Which part of the Lead Like Jesus model has shaped your leadership most—and why?
2. How do you keep your heart humble and pure as responsibilities increase?
3. What practices help you stay aligned with God’s vision when making leadership decisions?
4. How do you model servant leadership in difficult or high-pressure situations?
5. Which habits sustain you spiritually as a leader?

6. What leadership lessons did you learn the hard way?
7. What advice would you give someone who wants to lead more like Jesus?

SELF-EVALUATION QUESTIONS

Rate yourself 1–5 (1 = rarely true, 5 = consistently true):

Is my <i>heart</i> rooted in humility, love, and service—or do selfish motives creep in?	
Are my <i>beliefs</i> about leadership aligned with Scripture or shaped by culture?	
Do my <i>actions</i> reflect Christlike character?	
Which habits strengthen—or weaken—my walk with God?	
How do others experience my leadership?	
Do I empower, develop, and honor people consistently?	
Where is God inviting me to grow right now?	

Creative Connection and/or Role Play

Think of a song, character or person from a book, movie or history, or an everyday item that personifies the main idea of this lesson and share it. Or, if applicable to this lesson, role play a practice from this article with your mentor.

REFLECTION & JOURNALING PROMPT

Spend 10–15 minutes writing about this: “Lord, which dimension—Heart, Head, Hands, or Habits—needs the most growth in my leadership right now, and what steps are You prompting me to take?”

Ask the Holy Spirit to reveal insights, patterns, and next steps.

ACTION STEP FOR THIS WEEK

Choose one person you influence—at work, home, church, or community.

Do one intentional act of servant leadership for them this week:

- Affirm them,
- Serve them quietly,
- Listen deeply,
- Encourage their growth, or
- Lighten their load.

Ask God to use that interaction as a seed of Christlike influence.

Source & Resources

- *Lead Like Jesus Revisited* — Ken Blanchard, Phil Hodges, & Phyllis Henneby Hendry
- The Holy Bible (ESV, NIV)