

# Understanding Your Leadership Style



## Capacity: Leadership

### Baton Exchange

Leadership is not one-size-fits-all. Just as God gifts individuals differently, He equips leaders with unique styles, strengths, and approaches. Understanding your leadership style is critical to stewarding influence wisely, serving your team effectively, and glorifying God through your leadership. A biblical approach emphasizes discernment, humility, and alignment with God's principles while recognizing the diverse ways leadership can be exercised in service of His purposes.

Proverbs 20:5 says, *"The purposes of a person's heart are deep waters, but one who has insight draws them out."* Understanding your leadership style is a form of spiritual insight: it allows you to recognize your strengths, weaknesses, and the way your God-given character influences others. Daniel, Nehemiah, Moses, and even Paul demonstrate different leadership approaches, yet all were effective because they aligned their style with God's calling and values.

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### BIBLICAL PRECEPTS FOR UNDERSTANDING LEADERSHIP STYLE

#### 1. God Equips Leaders According to Purpose

Leadership begins with God's calling. Romans 12:6–8 reminds us that God gives gifts according to His purpose: *"We have different gifts, according to the grace given to each of us."* Recognizing your gifts and natural tendencies is foundational to understanding your leadership style.

#### 2. Leadership is Stewardship

Leaders are stewards of influence, resources, and people (1 Peter 5:2–3). Understanding your style allows you to manage these responsibilities wisely, ensuring that your leadership benefits others and honors God.

#### 3. Lead in Your Strengths, Grow in Your Weaknesses

God often uses our natural abilities, tempered by character and humility, to accomplish His purposes. Moses initially doubted his speaking ability (Exodus 4:10), but God equipped him with Aaron and His Spirit to lead effectively. Self-awareness empowers leaders to maximize strengths and seek support or growth in areas of weakness.

#### 4. Influence Others Through Servanthood

Jesus modeled relational and servant-centered leadership (Mark 10:42–45). Understanding your leadership style enables you to serve others in ways that resonate with your natural tendencies while prioritizing their needs.

#### 5. Seek Wisdom and Discernment

Proverbs 11:14 says, *"Where there is no guidance, a people falls, but in an abundance of counselors there is safety."* Understanding your style is not just introspection—it includes listening to others and seeking wise counsel.

## BASIC PRINCIPLES OF UNDERSTANDING LEADERSHIP STYLE

### 1. Self-Awareness

Know your tendencies in decision-making, communication, problem-solving, and relational dynamics. Are you more authoritative, collaborative, visionary, or coaching-oriented? Self-awareness allows you to lead authentically and adaptively.

### 2. Alignment with Biblical Values

Your leadership style must reflect Godly principles: integrity, humility, service, and wisdom. Style without values risks pride, manipulation, or ineffectiveness.

### 3. Recognition of Diversity

Teams are composed of individuals with different personalities, motivations, and strengths. Understanding your style helps you interact effectively with those whose approach may differ from your own.

### 4. Flexibility and Adaptability

Even if you have a dominant leadership style, biblical leaders demonstrate adaptability. Paul adjusted his teaching approach depending on his audience (1 Corinthians 9:19–23). Flexibility allows leaders to respond to unique circumstances while remaining true to core values.

### 5. Reflective Practice

Leadership style is best understood through reflection and observation. Reflecting on successes, challenges, and feedback helps identify patterns in how you influence, motivate, and guide others.

### 6. Purpose-Driven Influence

Leadership style should serve God's mission and calling, not ego or personal preference. Your natural tendencies are tools for fulfilling His purposes.

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## COMMON LEADERSHIP STYLES AND BIBLICAL EXAMPLES

### 1. Servant Leadership

- **Style:** Prioritizes the growth and well-being of others, focusing on service and empowerment.
- **Biblical Example:** Jesus washing the disciples' feet (John 13:1–17).
- **Strengths:** Builds trust, loyalty, and spiritual maturity in others.
- **Challenges:** Risk of being overextended or undervalued if boundaries are unclear.

### 2. Visionary Leadership

- **Style:** Focused on inspiring others toward a shared future or goal.
- **Biblical Example:** Nehemiah motivating the people to rebuild Jerusalem's walls (Nehemiah 2:17–18).
- **Strengths:** Inspires and unites teams; sets clear direction.
- **Challenges:** May neglect details or relational nuances if not balanced.

### 3. Coaching/Developing Leadership

- **Style:** Invests in individual growth, mentorship, and skill development.
- **Biblical Example:** Paul mentoring Timothy (2 Timothy 2:2).
- **Strengths:** Builds long-term capacity and spiritual maturity.
- **Challenges:** Time-intensive; results may not be immediate.

### 4. Authoritative Leadership

- **Style:** Provides clear direction, structure, and accountability.
- **Biblical Example:** Moses leading Israel with God's law and guidance (Exodus 18:13–26).
- **Strengths:** Efficient decision-making; clarity in crises.
- **Challenges:** Can feel rigid if not balanced with empathy.

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## BEST PRACTICES FOR UNDERSTANDING YOUR LEADERSHIP STYLE

### 1. Conduct Self-Assessments

Use tools such as DISC, StrengthsFinder, or biblical leadership reflection frameworks to identify your tendencies. Reflect on how your style aligns with Scripture.

### 2. Seek Feedback

Ask mentors, peers, and team members to describe your strengths, blind spots, and impact. Proverbs 27:17 reminds us that *"Iron sharpens iron."*

### 3. Observe Biblical Leaders

Study examples in Scripture—Daniel's consistency, Joseph's strategic insight, Deborah's wisdom, and Paul's adaptability. Reflect on what resonates with your own style.

### 4. Align Style with Values

Ensure that natural tendencies are guided by humility, integrity, and servant-heartedness.

### 5. Practice Adaptive Leadership

Identify situations that require stepping outside your comfort zone. Practice communicating differently, delegating, or empowering others based on their needs.

### 6. Reflect Regularly

Keep a leadership journal to record observations, successes, challenges, and lessons learned. This practice builds awareness and growth over time.

### 7. Pray for Wisdom and Self-Awareness

James 1:5 encourages seeking God's guidance. Ask God to reveal blind spots, provide discernment, and guide your leadership in alignment with His purposes.

## **BENEFITS OF UNDERSTANDING YOUR LEADERSHIP STYLE**

### **1. Increased Effectiveness**

Knowing your style allows you to maximize strengths and minimize weaknesses, leading with confidence and clarity.

### **2. Better Team Alignment**

Understanding your approach helps you manage relationships, motivate diverse personalities, and communicate effectively.

### **3. Enhanced Self-Awareness**

Reflecting on your style increases emotional intelligence, relational intelligence, and spiritual discernment.

### **4. Conflict Reduction**

Awareness of tendencies and triggers allows you to respond thoughtfully rather than reactively, reducing unnecessary conflict.

### **5. Spiritual and Character Growth**

Self-awareness fosters humility, reliance on God, and alignment with biblical values.

### **6. Sustainable Leadership**

Leaders who understand their style can avoid burnout, manage energy effectively, and sustain influence over time.

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## **ASK YOUR MENTOR**

1. How did you discover and refine your leadership style?
2. Which biblical examples influenced your approach to leadership?
3. How do you balance your natural tendencies with the needs of your team?
4. How do you maintain integrity and humility while leading in your style?
5. How can I adapt my style to serve others more effectively?
6. What blind spots should I watch for based on my leadership tendencies?
7. How do you ensure your leadership style aligns with God's calling?

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## **Self-Evaluation**

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

1. Aware of my natural leadership tendencies and strengths.	
2. Lead in a way that reflects biblical values.	
3. Adapt to different team members and situations.	
4. My interactions fostering trust, growth, and collaboration.	
5. I reflect regularly on successes, challenges, and lessons learned.	
6. Balance my style with God's mission and purposes.	

## **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.

## Reflect and Journal

Spend 10–15 minutes journaling: Lord, what is my dominant leadership style, and how does it align with Your calling and values? In what ways does my style strengthen or challenge my team? Where do I need to adapt to lead more faithfully?”

Reflect on recent leadership moments, identifying patterns of strength and areas for improvement. Pray for guidance in aligning style with service.

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## Action Step

This week, take a concrete step to understand and refine your leadership style:

- Choose one leadership interaction and observe your natural tendencies.
  - Ask a trusted team member or mentor for feedback on your approach.
  - Pray for insight and apply one adjustment to better serve your team.
  - Reflect afterward: *“Did my style honor God, foster growth, and align with His calling?”*
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## Sources & Resources

- Holy Bible (NIV, ESV)
- Blanchard, Ken & Hodges, Phil. *Lead Like Jesus*
- Maxwell, John C. *The 5 Levels of Leadership*
- Goleman, Daniel. *Emotional Intelligence*
- *Strengths-Based Leadership* – Tom Rath & Barry Conchie