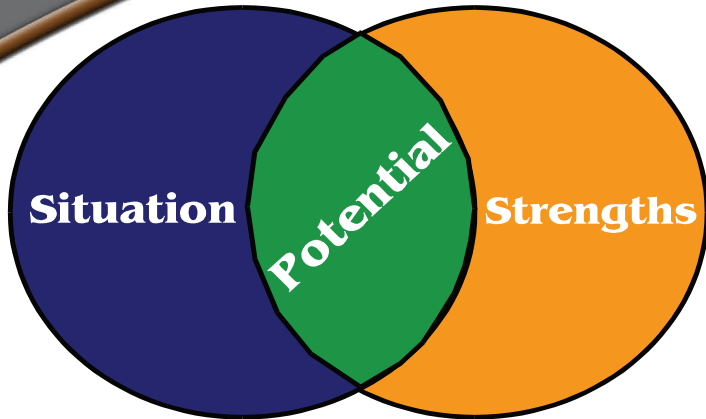


# Office of Leadership Development



**Servant Leadership** is all about productive relationships: A servant leader is a person who influences people to accomplish Kingdom purposes. Today's church leaders must be able to move people beyond *compliance* to *commitment*. Commitment cannot be demanded, it must be volunteered. That's what leaders do: create volunteers.

In order to create volunteers, you must understand your strengths, weaknesses and needs as well as those of who you lead.

- What motivates them?
- How do you need to communicate with them?
- What creates tension or triggers resistance?
- What particular strengths or gifts do they offer?
- How can you bring out the best in each person?

Each of us has strengths and weaknesses that make us more effective in some situations and less effective in others. In fact, leadership potential and personal effectiveness are frequently determined by matching strengths against certain situations. The more closely style, knowledge, skills and attitude are aligned with a situation, the higher the potential performance.

The ability to understand how we and other people will react and relate in certain situations is of immeasurable value as we attempt to communicate, serve, influence and work with others.

## *The DISCernment Inventory®*

*A Servant Leader is any one who embraces the mindset of Jesus in their process of influencing others to pursue Kingdom purposes.*

Many of us have discovered that the more we know about ourselves and others, the better we can anticipate behavior and therefore, the better we can serve and relate to other people. **The Personal DISCernment Inventory®** helps us better understand how and why people are likely to behave in one way or another.



**The Personal DISCernment Inventory®** will enable you to discover and define how you view yourself and how you want others to see you. And through that process, you will learn more about the real you – a person who might be slightly different than you thought.

**The Personal DISCernment Inventory®** is not an exam; there are no "right" or "wrong" answers. It is a tool for helping you discover and analyze your own behavioral style, the work environment that is conducive to your success, clues that will help you temporarily adapt your behavior to particular situations and create more productive relationships with others.

**Church Development**  
*Helping Your Team Connect the Pieces*



## **DISCERNMENT APPLICATION MODULES AVAILABLE THROUGH OUR OFFICE**

**Teamwork with Style®:** Each temperament brings unique strengths and weaknesses to the team setting. Your behavioral style influences the way you plan and organize your work, communicate and make decisions. This module will provide the opportunity for you to identify, explore and discuss the effects of the individual behavioral styles on your team. The result will be enhanced understanding of how to build on individual differences for greater team effectiveness.

**Leading with Style®:** Our behavior traits are not only a major influence on our leadership style, but also provide the template through which we view the leadership of others. When we are led by those with different behavioral styles from our own, we have a tendency to feel either over-loaded or under-led. Understanding these differences will not only help you better serve those you lead, but also help you better respond to the leadership style of others.

**Communicating with Style®:** This module will help you recognize how your personal communication style enhances or impedes the messages you send to others. In addition, you will learn to identify the styles of those receiving your message and discover ways to adapt your style to meet their needs. As a result, you will greatly improve the effectiveness of your written and spoken communication in a variety of situations.

**Time Management with Style®:** Our personalities often determine our attitudes toward time: how we respond to time constraints, how we discipline ourselves, how much energy we have to get things done and how we view deadlines. This workbook outlines each behavioral style's response to the various aspects of time and personal management.

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*A Cooperative Program Ministry of the Florida Baptist Convention*

