



CHANGE LEADERSHIP QUESTIONS

To what extent do you currently practice these sorts of behaviours?

ORCHESTRATE SHARED DISCERNMENT

(Supporting the definition of, and personal connection to, a shared purpose and picture of the future shape of the organisation/community)

BEHAVIOUR	RARELY		SOMETIMES			OFTEN	
	1	2	3	4	5	6	7
Challenge and refine the intention or purpose of the community and its activities.							
Generate emotional connection with the desired future.							
Notice, reinforce and publicise progress in achieving the community purpose.							
Create or highlight <i>meaning</i> in developments in the church.							
Sharpen people’s vision of the purpose and direction with ‘what if?’ questions and thoughts.							
TOTAL :							

For those behaviours which you rate yourself as 6 or 7 please note down one or two examples of what you have done in your particular situation.

PROMOTE 'GODLY DISSATISFACTION'

(Challenging longstanding tough issues, sacred cows, poor standards)

BEHAVIOUR	RARELY		SOMETIMES			OFTEN	
	1	2	3	4	5	6	7
Say it like it is with challenge and grace.							
Exercise courage in making and defending difficult decisions.							
Challenge inappropriate patterns of behaviour.							
Use good data to identify how we are doing and challenge gaps between reality and where we could be.							
Create or encourage the growth of communities and leadership groups who are diverse.							
	TOTAL :						

For those behaviours which you rate yourself as 6 or 7 please note down one or two examples of what you have done in your particular situation.

ENCOURAGE THE HEART: DISCIPLESHIP AND DEVELOPMENT”

(Removes obstacles, promotes learning, reduces anxiety around change – hope-full outlook)

BEHAVIOUR	RARELY		SOMETIMES			OFTEN	
	1	2	3	4	5	6	7
Take risks in being genuinely open and vulnerable.							
Take, and let others take, risks – experiment, try things and learn.							
Be consistent in manner and encouraging							
Call out positive or emergent progress.							
Provide clear structures for new activities or initiatives.							
	TOTAL :						

For those behaviours which you rate yourself as 6 or 7 please note down one or two examples of what you have done in your particular situation.

ENGAGE IN TRIPLE LISTENING

(Encourages constant listening to God, each other and the community we are in)

BEHAVIOUR	RARELY		SOMETIMES			OFTEN	
	1	2	3	4	5	6	7
Demonstrate own triple listening.							
Remain people orientated and compassionate.							
Put in place easy to facilitate church listening and reflection.							
Listen to different views with real curiosity and a view to learn and reflect on them.							
Celebrate what has gone and is being achieved.							
	TOTAL :						

For those behaviours which you rate yourself as 6 or 7 please note down one or two examples of what you have done in your particular situation.