FLOURISH GUIDE

INSPIRATIONAL LEADERSHIP

Our research has shown that **Inspirational Leadership**, which is highly comprised of character facets, is consistently one of the strongest predictors of employee engagement across all industries and 99% of organizations surveyed by Best Christian Workplaces. The extent to which a leader exhibits good character and is also competent is crucial for **Inspirational Leadership**. It is important that organizations are taking character and competence seriously when selecting, promoting, and training leaders.

At its core, **Inspirational Leadership** is connected to the leader's relationship with Christ.

FLOURISH MODEL

F = Fantastic Teams

L = Life-Giving Work

O = Outstanding Talent

U = Uplifting Growth

R = Rewarding Compensation

I = **Inspirational Leadership**

S = Sustainable Strategy

H = Healthy Communication

WHEN LEADERS ARE INSPIRATIONAL, THEY:

▲ Demonstrate spiritual maturity and a growing, deepening personal relationship with Christ.

▲ Are perceived as direct, truthful, reliable and consistent - trustworthy.

▲ Show genuine care and compassion for employees.

▲ Objectively make decisions in the best interest of the organization.

▲ Maintain a healthy balance in relationship with employees.

▲ Effectively steward people and resources.

▲ Set clear goals for individuals and for the organization.

▲ Cultivate a team environment.

▲ Clearly communicate with others.

▲ Are self-aware and emotionally intelligent.

WHEN LEADERS ARE NOT INSPIRATIONAL, THEY OFTEN:

▲ Behave inconsistently in their values, attitudes and words.

▲ Lack self-awareness of strengths and weaknesses.

▲ Lack understanding of how they are perceived by others.

▲ Do not follow through on commitments.

▲ Fail to communicate clearly with people.

▲ Are spiritually immature.

▲ Do not connect with employees personally, or are too close to employees.

▲ Fail to take a stand on important matters.

▲ Are perceived as unapproachable or unavailable.

Survey Questions

The following questions from the Best Christian Workplaces Employee Engagement survey are used to assess **Inspirational Leadership:**

1. Our organization provides good job security to staff/employees that perform well.
2. Over the past year, our organization has changed for the better.
3. Our organization is well managed.
4. There is a high level of trust between leaders and staff/employees in our organization.
5. Our organization conducts its activities openly and honestly.
6. Leaders at our organization model fairness and integrity.
7. Leaders at our organization exhibit the fruit of the Holy Spirit (love, joy, peace, kindness, etc.).
8. Leaders at our organization demonstrate compassion for people at all levels.
9. Overall, I am very satisfied with the level of Christian fellowship in our organization.
10. Leaders at our organization keep a focus on putting Christ first in daily decision-making.
11. Our organization reflects Christ to the world.
12. Leaders at our organization model humility.

SUGGESTED ACTIONS TO BUILD AND ENCOURAGE INSPIRATIONAL LEADERSHIP:

1. **Focus on your personal relationship with Christ.** As believers, we set ourselves up for failure when we try to lead others in our own strength and wisdom. Jesus is our best example for leadership. He regularly spent time praying and communicating with His Father. Pray for wisdom. Study Jesus and other leaders in the Bible. If personal devotions are a struggle, set achievable goals for spending time in the word and prayer. Ask someone to hold you accountable.

2. **Demonstrate humility.** No one of us has all the answers or does things perfectly every time. Admit mistakes. Be willing to share your thoughts about your own strengths, weaknesses and limitations. Communicating your own weaknesses, failures and limitations can build bridges with people. Be open to feedback and take the initiative to ask it. Avoid being defensive or reactive. Take the time to pause, reflect and act on what you learn about yourself.

3 **Develop your leadership skills.** There are hundreds of books on developing as a leader. Take time to read and to listen to other leaders. Attend workshops and conferences that will help you grow as a leader. Find a coach or mentor who can help you become increasingly effective as a leader.

4 **Care for your people.** Take the time to get to know your employees. Make it a goal to know two or three things about each person. Ask questions about their families, their backgrounds, their interests outside of work. Ask how you can pray for them. Take the time to stop and pray immediately for needs and concerns. Regularly follow up with them to ask how they are doing or what is happening outside of work. When leaders show genuine care for their employees, employees can trust that their leader has their best interests at heart.

5 **Empower your people.** Leverage the strengths and abilities of your employees. Give responsibility and provide accountability without micromanaging. Demonstrate trust in your people. Help solve problems by asking questions, not just giving solutions. Ask for the input of others when it is appropriate. Give credit to people when it is due.

6 **Communicate with people.** Rather than just communicating decisions, tell people how you came to make the decision. Explain your intent, your reason and your thinking when you announce decisions. Employees trust leaders who are transparent.

7 **Learn to manage conflict.** When conflict arises, address it quickly. Focus on the problem or issue, not on the individuals or personalities. If conflict becomes too emotional, take time to pause to let things cool down. Ask questions; listen to answers. Seek solutions that are a win-win for everyone involved.

8 **Practice personal accountability.** Be confident in your decision making. Accept responsibility for the decisions you make. Lead by example.

ADDITIONAL RESOURCES

| Podcast | Resources |
| Articles | Toolkits |

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