

H.E.A.R. Discipleship Center Int'l
Ministerial Development
Course: Leadership

Essential Qualities of a Leader

- ❖ **DISCIPLINE:** {Gr. enkrateia ~ meaning to exercise self-control, abstinence from excesses, and self-control in the sense of being steadfast. }

In other words, it is having a balanced life in every aspect of daily living without falling into extremes.

“And everyone who competes for the prize is temperate in all things. Now they do it to obtain a perishable crown, but we for an imperishable crown.” 1 Corinthians 9:25

“For God hath not given us a spirit of fear, but of power, and of love, and of a **sound mind**. (Amplified version translates sound mind as a well- balanced mind and discipline and self-control)” 2 Timothy 1:7

Discipline is having control over the mental, emotional and physical areas of our lives. It is persevering in everything we do and abstaining from the things that tempt us to sin and become distracted from God’s purpose for our lives. To be disciplined means to be obedient to our priorities, to be strict and to self-impose certain rules upon ourselves.

In 1 Corinthians 9:25, Paul declares the importance of moderation in all things, meaning that anything in excess is an obstacle in our life that prevents us from advancing.

“Therefore we also, since we are surrounded by so great a cloud of witnesses, let us lay aside every weight, and the sin which so easily ensnares us, and let us run with endurance the race that is set before us.” Hebrews 12:1

Anything in excess in our lives becomes burdens, hindering us from freely running the race. Excess of food, sex, love of money, sleeping, drinking, and so many others, will turn into burdens when you don’t have them under control. Therefore, it is very important that we develop a healthy balance in all areas of our life through discipline and with the help of the Holy Spirit.

“But I discipline my body and bring it into subjection, lest, when I have preached to others, I myself should become disqualified.” 1 Corinthians 9:27

The Amplified Bible says, “but like a boxer, I buffet my body – handle it roughly, discipline it by hardships- and subdue it.”

Every leader needs to be disciplined in all areas of his/her life. We cannot afford to waste our time in those areas of our lives that slow us down and hinder us from becoming genuine leaders.

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A disciplined leader:

works while others waste their time.
Studies while others sleep
Is in prayer while others enjoy themselves
Remains awake into the late hours while others sleep
Is not lazy
Different from other people in thought, action, the way he/she dresses, and eats
Exercises self-control

- ❖ **Purpose:** is the original intention for which something was created. Everything God created was done with the original intention that it would fulfill its purpose.

Purpose is the fundamental key to becoming a leader. If we ignore the purpose of God for our lives, then we will be people without direction, motivation or passion.

God gave each of a purpose. Before we were born God had already designed a specific plan for your life. Jeremiah 1:4-10

A leader's real success consists of:

- * Knowing the purpose of God for your life.
- * Developing this purpose to the fullest
- * Leaving a legacy upon the earth.

As a leader, you cannot guide anyone unless you know the purpose of God for your life. It is impossible to lead someone to a place to which we have not yet been. Many believe that success has to do with having a fortune, being famous, having a large church or a recognized ministry. These things are good, but they only represent success according to man's standards. God standard of success consists of us knowing our purpose, developing it and leaving a legacy. Matthew 25:21

- ❖ **INTEGRITY:** It is the ability to be the same in public as well as in private.

An individual with integrity is not double-minded, and remains in control regardless of external pressures.

“In all things showing yourself to be a pattern of good works; in doctrine showing integrity, reverence, incorruptibility.” Titus 2:7

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What qualities are found in a person with integrity?

Irreproachable character
Pure motives
Do what they say they are going to do (especially when no one is watching)
Not deceitful but loyal
Not double-minded
Not a hypocrite
Is what he/she appears to be
Has nothing to hide, nothing to fear

“He who walks with integrity walks securely, but he who perverts his ways will become known.” Proverbs 10:9

To examine your level of integrity, ask yourself the following questions:

- Am I on time for my appointments?
- Do I keep my promises?
- Am I the same in public as I am in private?
- When something is done, do I give credit where it is due, or do I take credit for myself?
- Do I lie when I am under pressure?
- Do I treat my family the same at home as I do at church or at home?
- Do I give free reign to bad thoughts?

Integrity is a character trait of a true leader; it builds confidence, and it is essential in a leader for others to follow him/her.

❖ **VISION:** is a revelation of God’s plan and purpose for a man or a woman.

Vision should be born out of an intimate relationship with God. Many visions are simply personal plans and ambitions of an individual, who have not had an intimate experience with God.

A vision that isn’t born in intimacy with God becomes the source of division. In other words, for it to be God’s vision, we must ask Him what He wants and receive during our time of intimacy with Him.

Hosea 4:6. My people are destroyed for lack of knowledge. Because you have rejected knowledge, I also reject you as my priests; because you have ignored the law of your God, I also will ignore your children.

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Proverbs 29:18. Where there is no revelation, the people cast off restraint; but happy is he who keeps the law.

One more quality of a leader is that he/she is a visionary.

3 Hebrew and Greek words used to describe the word “VISION”:

1. **Chazon** – A word from God received in intimacy
2. **Optasia** – Derived from the word optical, meaning to see beyond, to see a little bit of our future.
3. **Jorasis** – The ability to perceive or discern, with eyes of faith, the dream God places in one’s heart.

 **To whom does God give a Vision?**

God gives vision to a man or woman, never to a council, organization or committee.

 **To whom does the Leader transmit the vision?**

Once a man or woman of God receives God’s vision, then the leadership is in charge of transmitting the vision to the people. The people together with the leadership are in charge of taking the vision that God gave to a man or woman and making it a reality. Leadership and the people are given by God to help carry the burden and develop the vision.

 **How can you help carry the burden for the vision God has given your leader?**

➤ **Understand the vision.**

This consists of having a clear concept of what the vision is and surviving the process regardless of the price.

➤ **Taking hold of the vision.**

This means appropriating the vision of the local church, making a commitment to it.

➤ **Contributing to the vision.**

Contribute with financial support, service, prayer, talents and abilities.

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➤ **Passing the vision on to others.**

This is multiplying oneself in others. Talking to them about the vision.

The success of a leader is not measured by how many people understand the vision, but by how many take hold of the vision making it their own, and contribute to developing and sharing it.

❖ **What strategies are needed to carry out the vision?**

Genesis 11:1-6. Now the whole earth had one language and one speech. And it came to pass, as they journeyed from the east, that they found a plain in the land of Shinar, and they dwelt there. Then they said one to another, “come, let us make bricks and bake them thoroughly.” They had brick for stone, and they had asphalt for mortar. And they said, “come let us build ourselves a city and tower whose top is in the heavens, let’s make a name for ourselves, lest we be scattered abroad over the face of the whole earth. But the Lord came down to the city and the tower which the sons of men had built. And the Lord said, indeed the people are one and they all have one language and this is what they begin to do; now nothing that they propose to do will be withheld from them.

1. **Unity.**

Every time a leader and the people unite, there will be multiplication of power and anointing.

2. **Communication.**

Speaking the same language and communicating to the leadership and the people.

3. **Commitment.**

Making the decision to wholeheartedly remain in the vision, not only for a brief period of time but for the long haul with no turning back, until what was purposed is carried out.

4. **Perseverance.**

There is nothing that can make us turn back. To do something until completion requires commitment and unity, and as result, a multiplication of power. When the same language and vision is shared, the planned objectives can be accomplished.

Dealing with People

Dealing with people is another very important characteristic of a leader. A survey was taken among a number of large corporations in order to determine the reason why customers were not coming back. The results were as follows:

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1% Client dies
3% Clients move away
5% Clients have friends in other companies
9% Competition
14% Clients are dissatisfied with the product
68% An attitude of indifference towards the clients
 Poor customer service

The result of this survey helps us to understand that our success or failures is determined by how we treat people. People will not follow a leader who continuously mistreats them.

People are looking for leaders to speak words of encouragement and praise to them to help them, love them, to be interested in them, and to discipline them when necessary.

How should we treat people?

“Therefore, whatever you want men to do to you, do also to them, for this is the Law and the Prophets.” Matthew 7:12

*We will treat those around us according to our philosophy or way of thinking.

What is the biblical philosophy regarding how one should treat people?

People are more important than anything else is: they are more important than a building, a system, a method, or an organization.

Luke 10:30-37

Every human being is our neighbor: the Word of God teaches us that every human being is our neighbor, and that we must love them because it is a commandment of God, regardless of color, race, social status, intellectual level or nationality.

- You have heard that it was said, “you shall love your neighbor and hate your enemy.” But I say to you, love your enemies, bless those who curse you, do good to those who hate you, and pray for those who spitefully use you and persecute you.” Matthew 5:43-44
- “Let each of us please his neighbor for his good, leading to edification.” Romans 15:2
- The principal of sowing and reaping: “Do not be deceived, God is not mocked; for whatever man sows, that he will also reap.” Galatians 6:7

If we, as leaders, could understand this basic principle it would be the beginning of great changes in our lives. If we treat others badly, we will be treated the same way. If we so love in people, then we will receive love; but if we sow mistreatment, that is what we will

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receive. If we give of our time to listen to others, we will receive the same. To be able to understand people, we must know the basic needs of every human being.

❖ **BASIC NEEDS OF EVERY HUMAN BEING:**

Love

Every human being has a deep-seated need to be loved and where he receives love, he will contentedly remain.

Respect

One thing that keeps human relationships healthy is respect. When we receive this respect, then we feel valuable as human beings.

To be listened to

Listening is an art not all people have developed, even when there is a dire need for it. Most people know how to hear, but few have learned to listen.

Affirmation

People are anxious to hear a word of affirmation, encouragement, and appreciation concerning their identity, their job, their calling and their person. People desire to hear a word of praise or a word of approval to raise their low self esteem. They need to hear someone say, "I believe in you." I trust you.

➤ **Let's examine how Jesus treated people.**

Then Jesus went about all the cities and villages, teaching in their synagogues, preaching the gospel of the kingdom, and healing every sickness and every disease among the people. But when He saw the multitudes, **He was moved with compassion** for them, because they were weary and scattered, like sheep having no shepherd." Matthew 9:35,36

"Jesus treated people with compassion."

The following are a few questions we should ask ourselves to know if we push people away from us or attract them closer to us:

Are you a person who pays too much attention to the race or to the intellectual level of others?

Do you make effective decisions or do you feel insecure when you make them?

Are you afraid someone is going to take over your position?

Do you feel envy or jealousy when other people succeed?

Are you moody?

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Do you consider yourself to be a perfectionist?
Can you handle criticism or do you feel depressed when criticized?
Do you have a positive attitude towards life?
Do you follow through on what you say you are going to do?

❖ **How should you deal with difficult people?**

Jeremiah 15:19. Therefore this is what the Lord says: “If you repent, I will restore you that you may serve me; if you utter worthy, not worthless, words, you will be my spokesman. Let this people turn to you, but you must not turn to them.

If we want to be effective leaders, we cannot allow these people to influence us. We cannot compromise our principles, surrendering to their whims and wishes. **We must use God’s wisdom to restore and help them without behaving as they do.**

❖ **What type of difficult people must we deal with on a daily basis?**

1. **Manipulators:** These people want to manipulate and control circumstances and their surroundings. They step on anyone in order to remain in control.

Root Cause:

Insecurity - These people are insecure about who they are. They don’t know who they are or what they have. As a result, they always need to be in control because this is the only thing that gives them the illusion of security.

2. **The Jezebel Spirit** – These individuals may be under the influence of the Jezebel Spirit, which **manipulates** and **controls**. Reference scripture: Revelation 2:20.

❖ **How should you deal with a manipulative individual?**

Confront him with his problem. This type of person needs to know why he is behaving this way.

Offer help by providing a solution to him/her.

Solution:

- Affirm their identity.
- Ministering inner healing and deliverance.

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- 3. Hot Tempered people:** This type of individual explodes and becomes extremely angry for little or no reason. He has unpredictable bursts of anger and it is uncertain when their temper will erupt. This type of person is unpredictable.

How should we deal with these people ?

- Always respond to them with a soft answer. Proverbs 15:1
- Confront them with their anger problem.

- 4. Extremely sensitive people:** These individuals get their feeling hurt over everything; we must continually give them spiritual massages to keep them going.

How should we deal with these people ?

- Confronting them with their problem. For the most part, these people are easily hurt because they have a problem with rejection. They take everything personally. 1 John 4:18; 1 Corinthians 13:5

-They need emotional healing. Leaders must be willing to work with them in order to heal them.

- 5. The “pity party” people:** These people pity themselves, and use this attitude to manipulate others. They constantly complain and remember everything that happened to them in the past. They want people to feel sorry for them.

How should we deal with these people ?

- We should correct them in a strong, firm manner. To awaken them from their “pity party” dream. They cannot be spoken to in a soft manner, because it makes the problem worse.

-They must be held responsible for the environment they are creating. If they remain negative, inevitably, it will contaminate the whole body. They must make a decision to stop complaining and feeling sorry for themselves

- 6. People who are “users.”** These people use others to accomplish their own objectives and goals.

How should we deal with these people ?

- Learn to say “NO.” Matthew 5:37

- 7. People with low self-esteem.** These individuals believe they are worthless.

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How should we deal with these people ?

-Teach them who they are in Christ. God gives every human being potential, a purpose, a calling, and the ability to carry it out. Genesis 1:26,27;

-Continually affirm them.

8. Stubborn and rebellious people. These people do not like to submit to anyone and are always questioning their leader's authority.

How should we deal with these people ?

-They must be taught that rebellion is the principle used by the enemy to rebel against God. 1 Samuel 15:23; Rev. 12:7-9

- Find out the reason for the rebellious attitude.

❖ What can we ask God to help us deal with difficult people effectively ?

➤ **Wisdom.** James 1:5

Before we correct, admonish or encourage anyone, we must ask ourselves, "what is the root of his/her problem? We need to ask God for wisdom not only to find out the root of the person's behavior but also to know how to deal with the problem correctly.

➤ **Agape Love.** We need unconditional love for the person. This kind of love believes in people regardless of their shortcomings and believes that people are capable of changing.