

# HOW HEALTHY IS YOUR LEADERSHIP?

## Take this 5-Minute Leadership Quiz to Find Out

Use the list of statements that follow to get an idea of where you're at right now. Next to each statement, write down the number that best describes your response.

### Use the following scale:

5 = Always true of me

4 = Frequently true of me

3 = Occasionally true of me

2 = Rarely true of me

1 = Never true of me

### HEALTHY LEADERSHIP QUIZ

1. I take sufficient time to experience and process difficult emotions such as anger, fear, and sadness. 1 2 3 4 5
2. I am able to identify how issues from my family of origin impact my relationships and leadership — both negatively and positively. 1 2 3 4 5
3. (*If married*): The way I spend my time and energy reflects the value that my marriage — not leadership — is my first priority.  
(*If single*): The way I spend my time and energy reflects the value that living out a healthy singleness — not leadership — is my first priority. 1 2 3 4 5
4. (*If married*): I experience a direct connection between my oneness with Jesus and oneness with my spouse.  
(*If single*): I experience a direct connection between my oneness with Jesus and closeness with my friends and family. 1 2 3 4 5
5. No matter how busy I am, I consistently practice the spiritual disciplines of solitude and silence. 1 2 3 4 5
6. I regularly read Scripture and pray in order to enjoy communion with God and not just in service of leading others. 1 2 3 4 5
7. I practice Sabbath — a weekly twenty-four-hour period in which I stop my work, rest, and delight in God's many gifts. 1 2 3 4 5
8. I view Sabbath as a spiritual discipline that is essential for both my personal life and my leadership. 1 2 3 4 5
9. I take time to practice prayerful discernment when making plans and decisions. 1 2 3 4 5
10. I measure the success of planning and decision-making primarily in terms of discerning and doing God's will (rather than exclusively by measures such as attendance growth, excellence in programming, or expanded impact in the world). 1 2 3 4 5
11. With those who report to me, I consistently devote a portion of my supervision time to help them in their inner life with God. 1 2 3 4 5
12. I do not avoid difficult conversations with team members about their performance or behavior. 1 2 3 4 5
13. I feel comfortable talking about the use of power in connection with my role and that of others. 1 2 3 4 5
14. I have articulated and established healthy boundaries in relationships that have overlapping roles (for example, with friends and family who are also employees or key volunteers, etc). 1 2 3 4 5
15. Instead of avoiding endings and losses, I embrace them and see them as a fundamental part of the way God works. 1 2 3 4 5
16. I am able to prayerfully and thoughtfully let go of initiatives, volunteers, or programs when they aren't working well, doing so clearly and with compassion. 1 2 3 4 5

## REVIEW RESPONSES

Take a moment to briefly review your responses. What stands out most to you?

Wherever you find yourself, the good news is that you can make progress and learn to become an increasingly healthy leader. In fact, God has specifically wired our bodies and neurochemistry for transformation and change — even into our nineties! So even if the truth about the current state of your leadership is sobering, don't be discouraged. It is possible for anyone to make progress in becoming an emotionally healthy leader!

## UNDERSTANDING YOUR HEALTHY LEADERSHIP ASSESSMENT

Here are some observations to help you better understand the condition of your leadership right now.

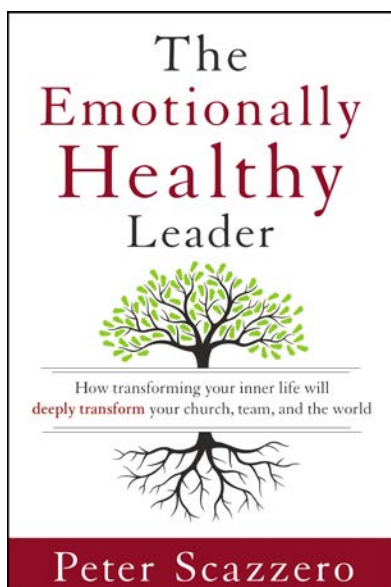
**If you scored mostly ones and twos**, your leadership is more unhealthy than healthy, and you are likely functioning emotionally at the level of a child or infant. If that sounds harsh, you can at least take comfort in knowing you are far from alone. This was where I found myself after seventeen years as a Christ-follower, with a seminary degree, and eight years of pastoral experience. And most pastors I mentor are in a similar place. Growing up into spiritual and emotional adulthood takes years, even decades, not days or months. So take a deep breath. Relax. You are not alone.

**If you scored mostly twos and threes**, you have begun the journey, but you are likely functioning emotionally at the level of an adolescent. Your Christian life may be primarily about doing, not being, and you are feeling the effects of that on your soul. You have yet to apply personal values — such as slowing down to be with Jesus or prioritizing your marriage/singleness — to the way you lead your team. You are aware of your strengths, weaknesses, and limits, but more work probably is needed in this area. Consider how God may be inviting you to a more robust inner life and deeper spiritual practices so you can take your team and ministry to another level. Expect to be challenged personally as well as in your leadership in a number of crucial areas as you read.

**If you scored mostly fours and fives**, your leadership is more healthy than unhealthy, and you are likely functioning emotionally at the level of an adult. You have a healthy sense of your strengths, limits, and weaknesses as a leader. You are able to assert your beliefs and values without being adversarial. You protect and prioritize your relationships with your spouse (if applicable), friends, and family. You have a good sense of your identity as a leader and how to relate to those around you. And you are well on your way to integrating your doing for God with a solid base of being with him. Expect greater clarity and insights, both for yourself and those you lead, as you continue to apply these principles to your life and leadership.

## BECOME THE LEADER YOUR CHURCH NEEDS

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