

Christian Leader & Leadership Skills

Master Guide Workshop 1

1. Modeling Positive Christian Attitudes and Values

A. Approaches to Valuing

- i. *Modeling*– Setting an example, either directly, by the way adults behave, or indirectly, by pointing to good models in the past or present, such as Washington’s honesty.
- ii. *Persuading and convincing*– By presenting arguments and reasons for this or that set of values, and by pointing to the fallacies and pitfalls of other sets of values.
- iii. *Setting Limits*– By giving children choices only among values “we” accept, such as asking children to choose between helping wash the dishes or helping clean the floor, or by giving children choices between a value we accept and one no one is likely to accept, such as asking children to choose between telling the truth and never speaking to anyone again.
- iv. *Inspiring*– By dramatic or emotional pleas for certain values, often accompanied by models of behavior associated with the value.
- v. *Making Rules and Regulations*– Intended to contain and mold behavior until it is unthinkingly accepted as “right”, as through the use of rewards and punishments to reinforce certain behavior.
- vi. *Advising*– Cultural or religious dogma presented as unquestioned wisdom or principle, such as saying that something should be believed because “our people have always done it this way.”
- vii. *Moralizing*– Telling “the way it ought to be” is a nice and easy method. It’s simple and easy to explain situations and experiences

2. Basic Dynamics of a Small Group

A. Small Group Effectiveness

- i. Members must be able to exchange ideas freely and clearly. Members must also feel involved in the decision-making.
- ii. Just because individuals may be capable on their own does not mean they will work effectively as a group.
- iii. An effective group leader must understand that each member is responsible for contributing to the total task of leadership.

3. Role, Function, Task and Maintenance of Group Leaders

A. Roles assigned to individuals within a group

- i. *Initiator/contributor*– one who gets things started.

- ii. *Information seeker*– one who asks questions.
- iii. *Information giver*– one who gives answers.
- iv. *Coordinator*– one who keeps things rolling.
- v. *Facilitator*– one who points the group toward its goal. He or she keeps the group moving in the right direction.
- vi. *Summarizer*– one who pulls together related ideas. He or she restates highlights of discussions.
- vii. *Consensus tester*– one who sends up “trial balloons” to see if the group is nearing a conclusion or one who measures to see how much agreement has been reached.

B. Roles that leadership provide

- i. *Encourager*– one who gives support to others in the group to keep them functioning together.
- ii. *Harmonizer*– one who keeps group members working toward the same goal.
- iii. *Gatekeeper*– one who keeps the group aware of the subject at hand. They attempt to keep communication channels open and draw out non- participants and hold back overly verbal participants.
- iv. *Standard setter*– one who expresses what he/she wants the group to achieve. Sets limits for the group’s activities and behavior between group members. Helps resolve conflicts effectively.

4. Identifying and Dealing with Personalities that Destroy Group Cohesion

A. Blocker

- i. Resists, stops group
- ii. Reacts negatively to suggestions

B. Fighter

- i. Aggressive, jealous
- ii. Deflates egos, holds grudge
- iii. Disrupts work of others
- iv. Shows hostility against group

C. Dominator

- i. Dogmatic/rigid
- ii. Interrupts others
- iii. Acts superior

D. Inattention

- i. Failure to listen
- ii. Short attention span

E. Lack of enthusiasm

F. Nonparticipant

- i. Acts indifferently, passively goes off on tangent
- ii. Doodler, dreamer
- iii. Withdraws from group by whispering
- iv. Is afraid of failure, non-acceptance

G. Clown

- i. Fools around
- ii. Gets status by blaming others
- iii. Mimics others
- iv. Distracts group from goals or individual in group

H. Clique

- i. Several band and gang up on others
- ii. Tries to assert authority
- iii. Gossip

I. Hyperactivity

- i. Constantly squirm
- ii. Leaves the group during discussions
- iii. Poor organization/leadership