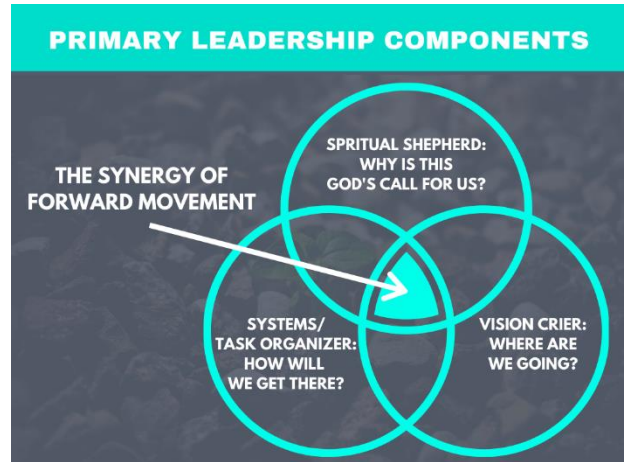


Primary Leadership Components Summary

“Over time I distinguished three primary leadership components that each serve as an indispensable leverage tool in a leader’s toolbox, and their use (or lack thereof) has everything to do with leading change and growth. I also created a simple, unscientific tool called the Primary Leadership Components Assessment to bring some self-awareness about yours.”

– Rev. Sue Nilson Kibbey, MCCI Creator
Flood Gates: Holy Momentum for a Fearless Church

Please take the assessment and learn about your type at richfieldumc.org/mcci and thank you!



The material in this packet is directly from or inspired by *Flood Gates*. All three Primary Leadership Components (PLCs) have a role to play in the life of the church. No component is better or more necessary than the others. In fact, they are all integral and serve as a whole to build the synergy of forward momentum. Know your role and know how to leverage it and work with others to build your church! Read on to learn more about each PLC and how they compliment one another. Here are four truths from *Flood Gates* about PLCs for all of us to remember to work well together:

PLC Truth #1: You are likely to automatically view the value of what your church or team does through the lens, or filter, of your own predominant primary leadership component. You may also unconsciously dodge placing into positions of influence those with strong versions of primary leadership components other than yours.

PLC Truth #2: Whenever a crisis, a challenge, a project, a pocket of resistance, a pending difficult conversation, or the negotiation of a tricky meeting comes along, you will instinctively attempt to lead or facilitate resolution using your most energizing and comfortable component. However, if the component you are leveraging isn't the one needed to unleash the logjam, the situation will remain stuck. You may feel as though you're pushing against a brick wall.

PLC Truth #3: In the face of resistance to forward movement of any type, you may reflexively continue to press your leadership via the component to which you have the greatest proclivity. In fact, you may just press more and harder with that one. But pressing harder and longer on any single primary leadership component will only escalate the impact of the logjam.

PLC Truth #4: At all times, effective leaders attempt to keep a small measure of objectivity between themselves and whatever resistance arises. This allows them to assess which of the primary leadership components is needed at a critical juncture or difficult moment to help people move forward, and to shift into leading with that one—instead of continuing to press even more forcefully with what is your most comfortable component.

Read on to learn more about the three Primary Leadership Component types.

SPIRITUAL SHEPHERD RESULTS

Primary Leadership Components Assessment

The **SPIRITUAL SHEPHERD** represents the heart of a congregation that is continually asking, “**Why is this God’s purpose for us?**” If you are one who has the primary leadership component proclivity of Spiritual Shepherd, you are blessed. Your own living, active relationship with God can be an expression of spiritual care for your congregation that they value. You know God to be the great Comforter and Sympathizer, for which you genuinely desire to be God’s vessel.

Spiritual Shepherds...

- **bring “heart”** and are energized by pastorally accompanying individuals, families, or groups through their life transitions, questions, challenges, decisions, crossroads, and emotions.
- are generally viewed as friendly and easy to trust, enjoys stories of God’s work and witness.
- may find it less desirable to do “desk work” and far more fulfilling to be out and about with the people, interacting at all levels with their lives.
- whom are high in this component may tend to shy away from strong personalities and conflicts, or from providing corrections to others.
- may prefer a pastoral counseling approach rather than a supervisory one.
- are more energized by accomplishing the items on a daily to-do list that involve people, interactions or Bible study and less fulfilled and motivated by creating and implementing systems or processes, caring for details, and giving instructions.
- may prefer to “go with the Spirit’s leading” rather than long-range planning processes.
- are especially attuned to how everyone feels, may put priority on reaching decisions by consensus, yet consensus decisions can let resistant individuals keep churches “frozen in time.”
- may to see controversy as a prayer concern than issue to navigate to resolution.
- may fear that actively leading individuals or a congregation through conflict or change will return dissonance, criticism, or dislike—all painful to a tender, peace-loving pastoral heart.

Source: Flood Gates: Holy Momentum for a Fearless Church by Rev. Sue Nilson Kibbey

SYSTEMS/TASK ORGANIZER RESULTS

Primary Leadership Components Assessment

The **SYSTEMS/TASK ORGANIZER** represents the necessary question to keep churches moving, “**How will we get there?**” If you are one who has the primary leadership component proclivity of Systems/Task Organizer, you are blessed. You are the type of leader who is not energized by riding the train but by building the tracks. You believe that helping the practicalities of God’s work materialize is a sign of true leadership, since God dreams may never get mobilized without planning, organizing, and attention to detail.

Systems/Task Organizers...

- **contribute “grit”** that make things happen.
- see the purpose of time together as a team to chiefly to accomplish the agenda and leave with defined assignments and tasks to accomplish.
- Are often top choices for work teams because of their ability to be counted on to get it done.
- prefer to get work done rather than just sit and talk and may become impatient in meetings overfilled with conversation and sharing of day-to-day life updates.
- can be reluctant to delegate, worried that others will not follow through – or simply preferring to do the work themselves.
- Are often manages par excellence in getting from start to finish yet can accidentally overlook other potential, inspiring realities.
- may be frustrated when decisions aren’t made so that plans can be formed.
- can have gusto for creating sustaining systems but perhaps not rouse the impetus for growth.
- sometimes end up in the driver’s seat when tangible administration of the church could be in the backseat so there’s more visionary fuel accelerating the church for an upward swing of vitality.
- can find it difficult to loosen their firm and capable grip on how the church has always functioned, however useful in the past, so that a needed new change can break through.

Source: Flood Gates: Holy Momentum for a Fearless Church by Rev. Sue Nilson Kibbey

VISION CRIER RESULTS

Primary Leadership Components Assessment

The VISION CRIER represents the perennial question that energizes or terrifies a congregation, “Where are we going?” If you are one who has the primary leadership component proclivity of Vision Crier, you are blessed. You are invigorated by sharing ideas and possibilities to answer that question. Just as the historic town criers were said to gallop on horseback through towns and settlements as they shouted upcoming news, so are you most comfortable when in a role or setting that brings opportunity to talk about untapped potential that you see or dream about.

Vision Criers...

- **provide “zest”** and do best with self-awareness and management for maximum effectiveness.
- name and point toward the future destination and bathe it with inspiration.
- are infectious with their enthusiasm as they describe new possibilities or a different direction.
- are characteristically dissatisfied with the status quo.
- can be tragically misunderstood as the only component that truly “leads” the church.
- may make longstanding church leaders who might have spent years creating and establishing the current way things are done or handled to feel threatened.
- have new ideas for change and improvement that may be heard and misunderstood by some as criticism of the current practices of the church they know and love.
- rather than collaborate sometimes don’t prefer to have other Vision Crier voices contributing dreams and ideas along with their own, creating tension.
- are so oriented around an exciting big future picture that they can be careless about ensuring that important, present-day details are cared for properly through delegation and teamwork.
- Might live out this component in their leadership by providing a never-ending stream of ideas and possibilities they expect someone else to grab and mastermind the implementation of – and when others don’t automatically do so, can become frustrated.

Source: Flood Gates: Holy Momentum for a Fearless Church by Rev. Sue Nilson Kibbey