Are You a Servant Leader?

Instructions: Read each statement. Indicate the response that best describes you. After completing the questionnaire, score your responses according to this scale: Always = 5 points, Usually = 4 points, Sometimes = 3 points, Seldom = 2 points, Never = 1 point.

1. As I consider my leadership role models, I find they are best described as servant leaders.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

2. A desire to meet the needs of people provides a strong motivation for my personal ministry.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

3. I devote as much time to improving my character as I do to improving my ministry skills.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

4. I try to involve people in decision-making and to create a team approach to ministry.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

5. I deliberately make efforts to share the glory of accomplishments.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

6. People usually seek my help or counsel in times of difficulty.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

7. My approach is “How can I assist this ministry to be more effective in its mission?” rather than “How can I get these people to change?”

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

8. When challenging situations arise that I must handle, I respond to those situations from a people-centered perspective.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

9. When people talk to me, I listen well.

   □ Always (5) □ Usually (4) □ Sometimes (3)
   □ Seldom (2) □ Never (1)

10. During the course of the day I am available to people.

    □ Always (5) □ Usually (4) □ Sometimes (3)
    □ Seldom (2) □ Never (1)

11. A desire to see people grow provides much of the motivation for my personal ministry.

    □ Always (5) □ Usually (4) □ Sometimes (3)
    □ Seldom (2) □ Never (1)

12. A sense of mission or purpose guides me.

    □ Always (5) □ Usually (4) □ Sometimes (3)
    □ Seldom (2) □ Never (1)

13. The “why” of a task or project is more important to me than the “how.”

    □ Always (5) □ Usually (4) □ Sometimes (3)
    □ Seldom (2) □ Never (1)

14. I demonstrate willingness to inconvenience myself for people who need me.

    □ Always (5) □ Usually (4) □ Sometimes (3)
    □ Seldom (2) □ Never (1)
15. The Bible verse, “Whoever wants to become great among you must be your servant” (Matthew 20:26) governs my choices and decision making.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

16. I speak words of affirmation, praise, and encouragement to others.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

17. I operate with genuine humility.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

18. I enjoy serving other people.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

19. I am a submissive person.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

20. People see me as someone who wants to help others succeed.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

21. When ministering to or helping others I seldom ask, “What’s in this for me?”

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

22. I seek to improve my personal caregiving skills.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

23. If someone else gets the credit for a job I had a part in, I do not get upset.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

24. When I face obstacles I eventually find a way to get the task done, and in a way that does not hurt people.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

25. Maintaining my “role” in the church is not nearly as important to me as finding ways to help people.

__ Always (5) __ Usually (4) __ Sometimes (3) __ Seldom (2) __ Never (1)

Total Score ________________

**Scoring**

100 or more: You are strongly guided by servant leadership. Keep up the good work.

75 to 99: You have above-average tendencies toward servant leadership. Keep moving in that direction.

50-74: Your daily living and personal ministry are not affected much by servant concerns. You have some work to do.

Below 49: You are not a servant leader. Seek counsel for ways you can improve your abilities to lead people effectively.