



# Leadership Collaborative



LEARNING • SUPPORT • ACCOUNTABILITY

## **MONTH 5**

### **ACCOUNTABILITY: WHAT SUPPORT DO YOU NEED?**

#### **John 15:16-17 (NLT)**

*"You didn't choose me. I chose you. I appointed you to go and produce lasting fruit, so that the Father will give you whatever you ask for, using my name. This is my command: Love each other."*

#### **Acts 18:24-26 (CEB)**

*"Meanwhile, a certain Jew named Apollos arrived in Ephesus. He was a native of Alexandria and was well-educated and effective in his use of the scriptures. He had been instructed in the way of the Lord and spoke as one stirred up by the Spirit. He taught accurately the things about Jesus, even though he was aware only of the baptism John proclaimed and practiced. He began speaking with confidence in the synagogue. When Priscilla and Aquila heard him, they received him into their circle of friends and explained to him God's way more accurately."*

#### **OBSERVE**

A key part of deep relationships is **Accountability**. It means being open at a deep enough level that those who care about us are willing to ask hard questions, confront us when appropriate, and help us stay holy as we journey on. We are able to speak truth to each other regarding:

- sin and temptation
- use of our time and priorities
- commitment to our family
- financial decisions
- spiritual growth
- living true to our calling

Who are the people in your life who hold you accountable? Where do you need greater accountability?

How did Priscilla and Aquila respond to Apollos (in Acts 18, above) when they believed he was in need of correction?

#### **IDENTIFY**

The first step to accountability is **personal accountability**.

How do you hold yourself accountable in your life and ministry?

For example, Ask yourself...“Today, how did I...”

- Connect with God
- Help a co-worker
- See something, do something
- Take action towards my goals
- Serve others
- Have a positive attitude
- Stay present
- Show gratitude

Take the time to write down your own personal accountability actions (the things you do to keep yourself accountable) and tell how they help support your journey as a Christ follower. How well do you do at accomplishing them each day?:

<b>Personal Accountability Actions:</b>	
1)	4)
2)	5)
3)	6)

**Dr. Brené Brown, *Daring Greatly***

*“Setting boundaries and holding people accountable is a lot more work than shaming and blaming. But it’s also much more effective. It’s hard for us to understand that we can be compassionate and accepting while we hold people accountable for their behaviors.”*

**Sheila Heen, *Thanks for the Feedback, The Science and Art of Receiving Feedback Well***

*“We each have two human needs: To learn and grow & to be respected, accepted and loved the way you are. Even though feedback facilitates learning and growth, it conflicts with our need to feel respected. This is a key reason we resist feedback.”*

**Wes Granberg-Michaelson, *Leadership from Inside Out***

*“A few years ago the Gallup Organization interviewed five thousand executives as part of a study of excellence in leadership. Their discovery was that the most talented leaders reported that their self-awareness, or knowledge of self, was one of the most critical factors in equipping them for leadership.”*

As we journey together with others, it can be challenging to receive and give support and feedback along the way.

- People are **unique**, with different beliefs, priorities, values, gifts, passions, and wiring.
- People are **resistant**. Resistance shows up in many different ways, some that are just quirky, and others that are highly dysfunctional or hurtful.
- People are **unaware** of some things, especially their own gifts and how their resistance shows up.
- Because of **uniqueness, resistance** and being **unaware**, we need feedback.
- People don't tend to want to be held accountable. Most get a little uncomfortable (at the very least) when friends/co-workers give them feedback. It's part of our resistance.
- People are reluctant to give feedback, even when it is most needed. Because many people react to feedback with resistance, many people are reluctant to give feedback and face that resistance.

Ask yourself:

- Where am I resistant and unaware in my life and ministry?
- Where am I most susceptible to blocking the receiving of feedback?
- Have I been challenged in certain situations to give feedback to others?
- How is offering and receiving feedback a way to "love one another" as Jesus calls us to do?

### **APPLY**

As a leader, it's important to receive feedback from others to help us grow. For this reason, we encourage you to reach out to 2 - 3 colleagues, co-workers, church ministry partners, etc., who you trust, have worked with for at least a year and believe would be willing to share their thoughts on your leadership style.

In the next month, schedule a time to meet with each of these people individually and ask them to answer the following three questions. Encourage them to be honest in your conversation, and reassure them that their perceptions, whether positive or difficult to hear, will help you grow as a leader.

- Regarding my leadership style, what do you think are my strengths and I should continue to do because of the value they bring?
- Again, regarding my leadership style, what do you think are things I might change to be more effective and fruitful in leading?
- What else would you want me to know that might help me better understand my leadership style?

### **NEXT STEP**

Change happens best in relationship—whether it is changes in our lives personally, changes we need to make as leaders, or changes that need to occur in our ministry. Our leadership journey does not happen alone.

Reflecting on your conversations, what steps do you need to take relationally to deepen the value others can contribute to your life and leadership journey? How can you open up to better receive feedback and be held accountable?

### **REFLECT**

#### **J. Oswald Sanders, *Spiritual Leadership***

*"We must be willing to receive from others as well as give to others. Some sacrificial souls delight in sacrificing themselves but are unwilling to allow others to reciprocate. They do not want to feel obligated to others. But leadership requires openness to others. To neglect receiving kindness and help is to isolate oneself, to rob others of opportunity, and to deprive oneself of sustenance."*

**Sheila Heen, *Thanks for the Feedback, The Science and Art of Receiving Feedback Well***  
*Learning to receive feedback from one another is what leadership is all about."*

#### **Sheryl Sandberg, *Lean In***

*"We cannot change what we are not aware of, and once we are aware, we cannot help but change."*