

Adaptive Leadership Personality Quiz

Effective leadership for Connected Congregations comes about when the ‘right’ leadership team is in place (the **WHO**) that applies adaptive and collaborative leadership approaches (the **HOW**) in decision-making and implementation. In order for this to happen there must be attention to the “Leadership Pipeline” (Continually identifying, cultivating, on-boarding, developing, and nurturing leaders).

Consider how and to what extent your congregation demonstrates each of the good practice elements related to “Connected” leadership. Select the rating that best describes your congregation’s current capability level (1 to 4). In the space below the rating make brief notes about areas of strength and areas of improvement related to the specific good practice element. Note examples of tangible evidence where possible, as well as potential actions/adaptations in the area.

The WHO: To what extent does your leadership team include the people and sum total of learned skills and innate talents needed? What does this mean for your nomination process?

GOOD PRACTICE ELEMENT	1. Aspirational <i>We need to attend to this.</i>	2. Emerging <i>We’re developing, but we need more capability.</i>	3. Consolidating <i>We do this well, but we are looking to improve.</i>	4. Transformative <i>We do this really well and are open to sharing with others.</i>
A) Community Builder <i>Intentionally builds relationships and mobilizes around common causes</i>	1	2	3	4
Notes:				
B) Risk Evaluator <i>Objectively assesses costs and benefits (re financial, human and social capital)</i>	1	2	3	4
Notes:				
C) Connector <i>Influential “social node” with relationships with various sub-groups & individuals</i>	1	2	3	4
Notes:				
D) Entrepreneur <i>Agile start-up generator</i>	1	2	3	4
Notes:				
E) Visionary Leader <i>Big picture thinker who can envision possibilities</i>	1	2	3	4
Notes:				
F) Implementer <i>“Do-er” who can move from concept to implementation</i>	1	2	3	4
Notes:				
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G) Facilitator <i>Meeting or process facilitator</i>	1	2	3	4
	Notes:			
H) Communicator <i>Skilled at using various channels to get the message out & tailoring it to the listeners</i>	1	2	3	4
	Notes:			
I) Mediator <i>Intercessor who can bring about consensus</i>	1	2	3	4
	Notes:			
J) Synthesizer <i>Analyst who can consolidate views ("This is what I heard and...")</i>	1	2	3	4
	Notes:			
K) Other (Please describe)	1	2	3	4
	Notes:			

The HOW: To what extent does your leadership team apply adaptive and collaborative leadership practices (processes and culture) in your decision making and implementation?

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A) Open <i>Permeable boundaries to leadership team</i>	1	2	3	4
	<i>Notes:</i>			
B) Action Oriented <i>Seizing the moment; prioritizing "doing"</i>	1	2	3	4
	<i>Notes:</i>			
C) Iterative <i>Willing to revisit and adapt previous decisions on the basis of data & experience</i>	1	2	3	4
	<i>Notes:</i>			
D) Agile <i>Being nimble in order to take advantage of emergent opportunities</i>	1	2	3	4
	<i>Notes:</i>			
E) Momentum Seeking <i>Not stuck in status quo; constantly on a growth trajectory</i>	1	2	3	4
	<i>Notes:</i>			
F) Transparent <i>Culture of sharing information</i>	1	2	3	4
	<i>Notes:</i>			
G) Positivist <i>Culture of abundance (rather than scarcity); reframe challenges as opportunities</i>	1	2	3	4
	<i>Notes:</i>			
H) Trusting & Mutually Respectful <i>Stance of openness and listening to the perspectives of others</i>	1	2	3	4
	<i>Notes:</i>			
I) Authentic Modeling of Relationship Building <i>Know one another; personal connections</i>	1	2	3	4
	<i>Notes:</i>			
J) Other (Please describe)	1	2	3	4
	<i>Notes:</i>			

Notes

The LEADERSHIP PIPELINE: To what extent does your leadership team have ways to continually identify, cultivate, on-board, develop and nurture leaders? What does this mean for your nomination process?

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A) Leadership identification mechanism	1	2	3	4
<i>Notes:</i>				
B) Leadership cultivation practices <i>Gradual integration into leadership</i>	1	2	3	4
<i>Notes:</i>				
C) Leadership on-boarding processes <i>Orientation & mentoring</i>	1	2	3	4
<i>Notes:</i>				
D) Leadership Development Activities <i>Ongoing board development</i>	1	2	3	4
<i>Notes:</i>				
E) Leadership Nurturing <i>Recognition, support, etc.</i>	1	2	3	4
<i>Notes:</i>				