



**NEXT GENERATION
LEADERSHIP PROGRAMME**

Creating servant leaders for the African Church

**MODULE 4
PERSONAL AND SPIRITUAL DEVELOPMENT**

Learning Leader Guide

**Servant Leadership Programme
for Alumni**

Personal and Spiritual Development

“Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed” (Mark 1:35).

The demands of servant leadership often wear on leaders who have been entrusted by their followers to fix problems, make difficult decisions, and to persist, oftentimes, in the face of difficulty, adversity, complexity, and change.

In the gospel according to Mark, the next morning, after a busy day, Jesus wakes early to spend time by himself and with his Father:

As soon as they left the synagogue, they went with James and John to the home of Simon and Andrew. Simon’s mother-in-law was in bed with a fever, and they immediately told Jesus about her. So he went to her, took her hand and helped her up. The fever left her, and she began to wait on them.

That evening after sunset the people brought to Jesus all the sick and demon possessed. The whole town gathered at the door, and Jesus healed many who had various diseases. He also drove out many demons, but he would not let the demons speak because they knew who he was. Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed. Simon and his companions went to look for him, and when they found him, they exclaimed: “Everyone is looking for you!”

Jesus replied, “Let us go somewhere else—to the nearby villages—so I can preach there also. That is why I have come.” So he traveled throughout Galilee, preaching in their synagogues and driving out demons. (Mark 1:29 – 39)

❖ **Why does Jesus go off to a solitary place?**

❖ **What important lessons does this passage hold for servant leadership?**



Synodal Reflection

A core tenet of synodality is **HOPE**.

Take a moment to reflect, in any way you like (journaling, silent prayer or meditation) on how the Holy Spirit might be asking you to be hopeful.

Stages of Personal Development

We have to learn how to evolve to wisdom in a single lifetime, and we have to do that learning quickly. and perhaps the demand is highest on leaders who are guiding people and organizations through a new tomorrow.
- Jennifer Garvey Berger

As we've discussed, leaders need to be clear about the values that guide their own actions, and the values that drive their organization's choices. They need to make decisions that are smart and wise; that balance what is right for themselves, for their organization, and what is socially responsible.

Leaders need to know how to motivate and develop others in their mindsets and skillsets; to know how to create and maintain organizations and teams that are cohesive, productive, and reliable. And leaders today need to know how to stay healthy and keep their organizations healthy.

It can be helpful both personally and professionally to draw upon a general framework of human and organizational development to gain perspective on your own life journey and the values you presently hold, as well as assist you in leading others who are in different places, for whatever reasons.

The research into human psychological and spiritual growth of recent decades now provides us with a number of models from which to choose to talk about these stages. Western psychologists have proposed theories that contain as few as three and as many as 8, 12, and even more such stages or levels of development.

Maslow's Theory of Human Development

Just as our physical body passes through various stages of development from the womb to the tomb, so, too, does our interior self grow and develop.

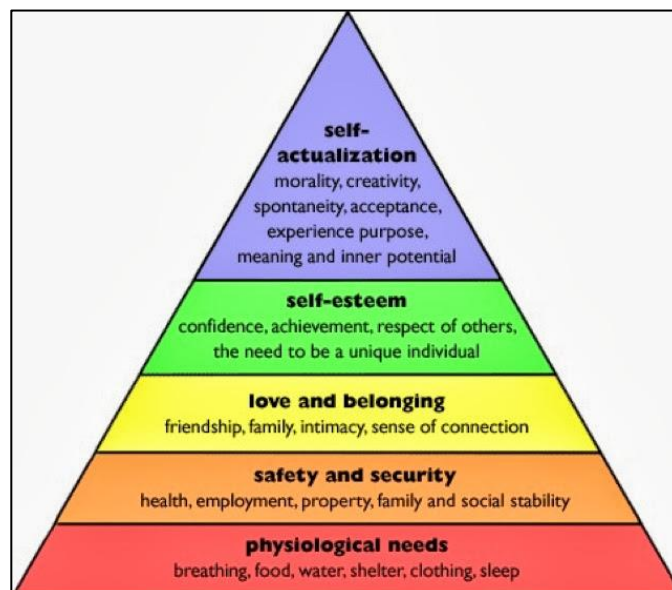
Abraham Maslow, who began his career as a psychologist, and later applied his theory of human development to management, was interested in the study of human potential and how we fulfill that potential. He believed that a person is “always becoming” and seeks self-actualization,

'It refers to the person's desire for self-fulfillment, namely, to the tendency for him to become actualized in what he is potentially.

The specific form that these needs will take will of course vary greatly from person to person. In one individual it may take the form of the desire to be an ideal mother, in another it may be expressed athletically, and in still another it may be expressed in painting pictures or in inventions' (Maslow, 1943, p. 382–383)

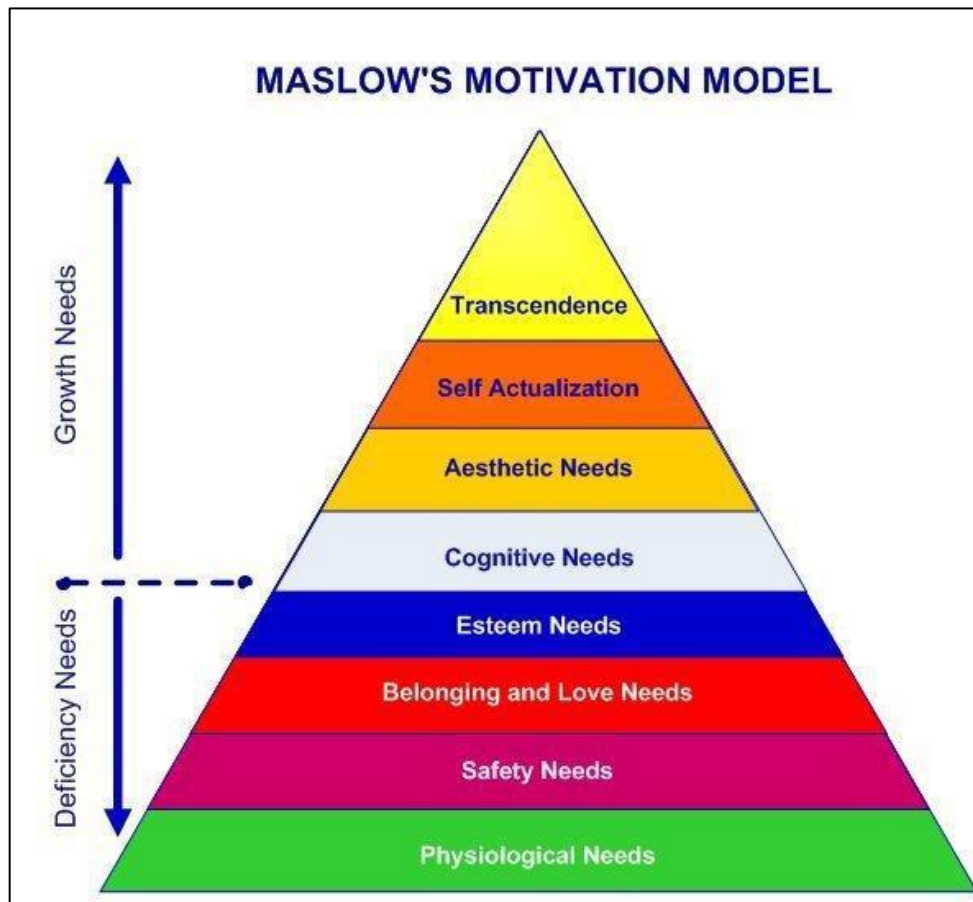
Maslow developed the Pyramid or Hierarchy of Needs, which illustrates that people are motivated to achieve certain needs, and that some take precedence over others.

The most basic, human primary need is for physical survival. As other needs are satisfied, we seek to satisfy additional needs such as safety, belonging, self-esteem, and self-actualization or self-fulfillment.



The order of needs is not rigid; it is flexible based on external circumstance or individual differences. Most human behavior is multi-motivated – simultaneously motivated by more than one basic need.

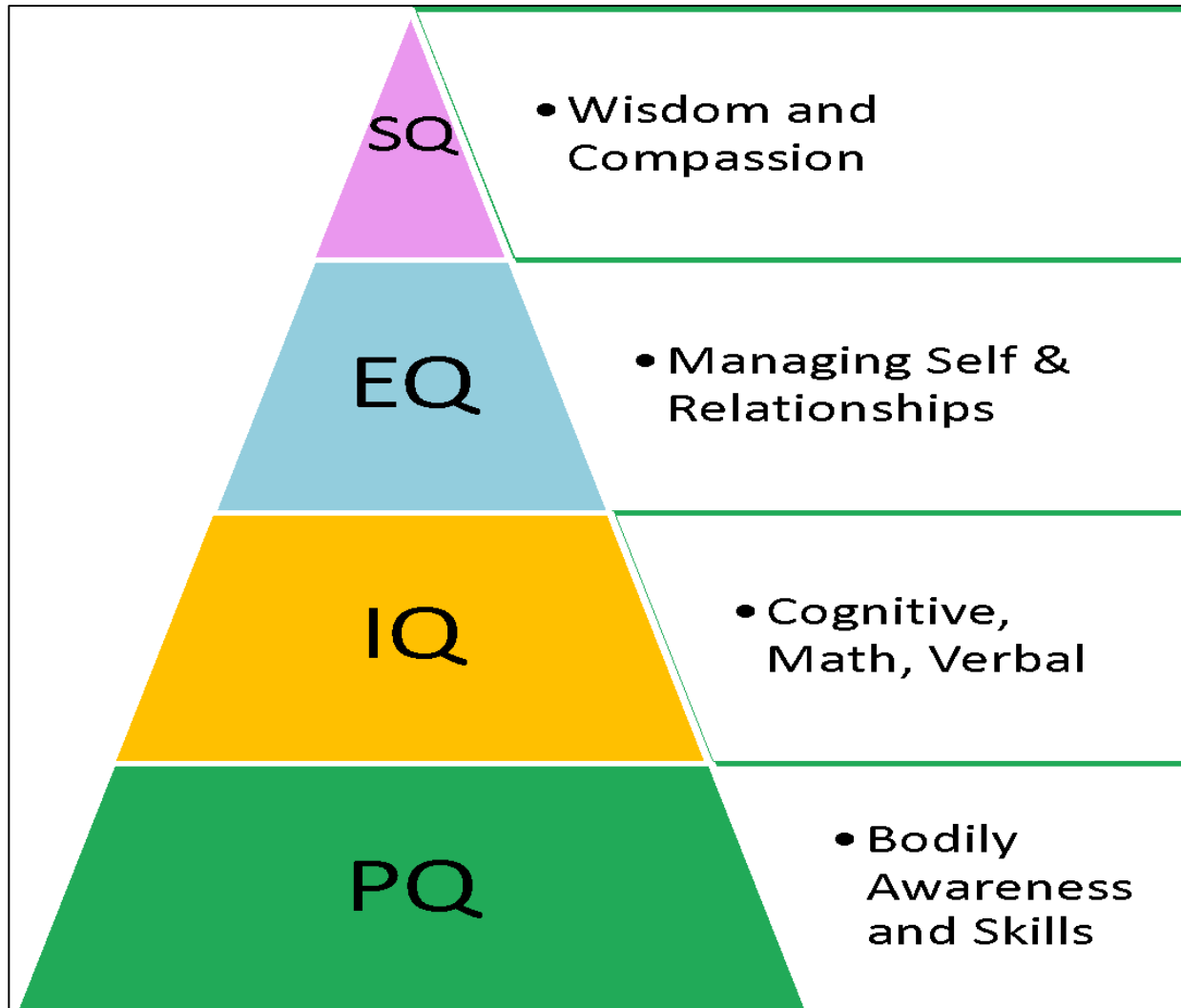
Changes to the 5-stage model expanded to seven and 8-stage model in the 60's and 70's that included the addition of cognitive needs, aesthetic needs, and the need for transcendence.



Spiritual Growth and Development

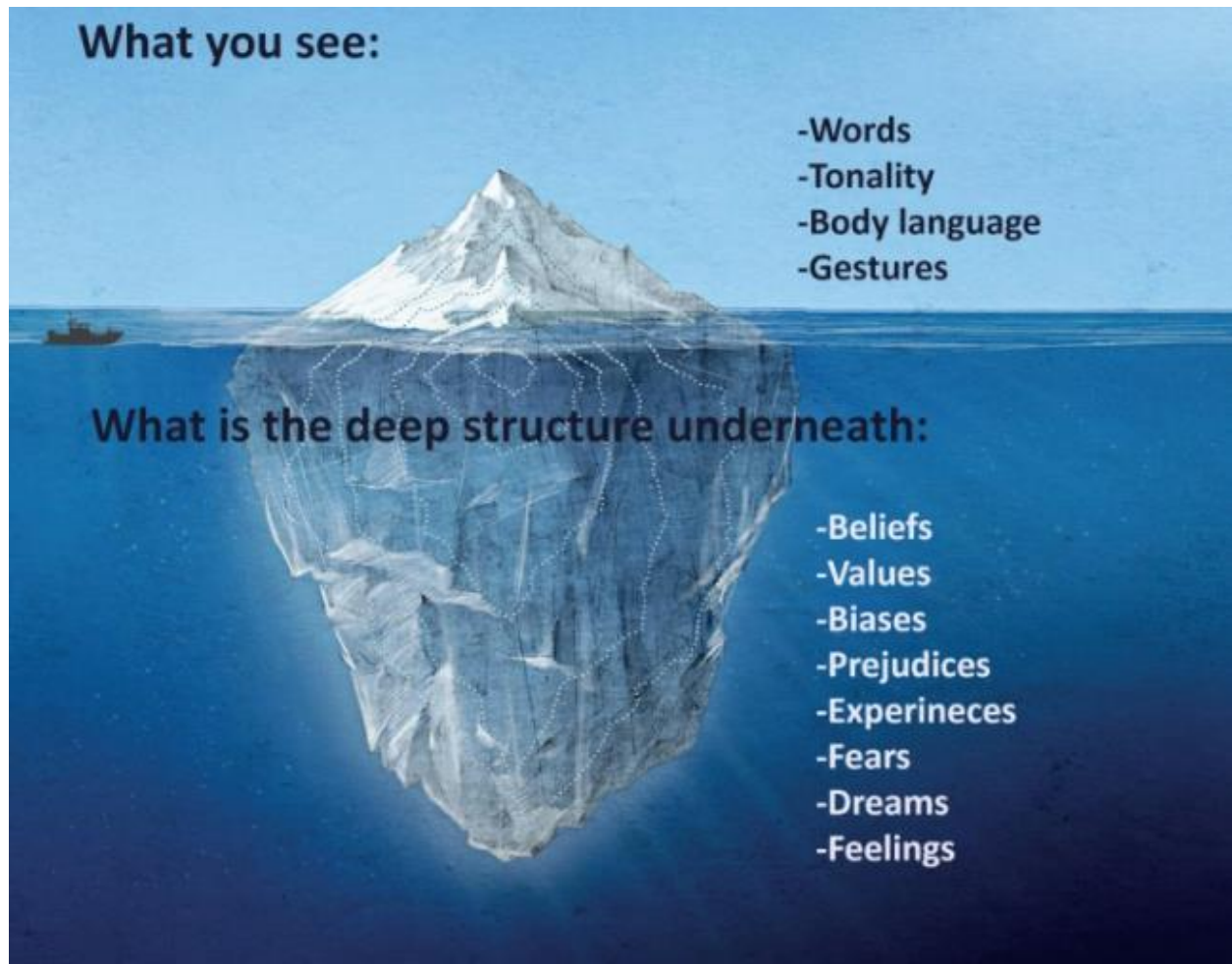
Go far enough on the inner journey, they tell us – go past the ego toward true self – and you end up not lost in narcissism but returning to the world, bearing more gracefully the responsibilities that come with being human.

- Parker Palmer



Spiritual Intelligence is the ability to act with wisdom and compassion, while maintaining inner and outer peace, regardless of the circumstances.

Personal Values



- Below the surface
- Reflect what is important to us
- Together with our beliefs, drive:
 - Decision-making
 - Action
- “Guidelines” for leadership

Personal Values Exercise



PART ONE: Recall a defining moment in your life – one that you are willing to share with others. It could be a peak experience or a regrettable decision or misfortune. An event that shaped or changed the trajectory of your life.

Write down the events using the following structure:

The details of the event and when it occurred

Who had a significant role in in the situation

The impact it had on you and your choices and decisions

The lessons this experience held for you

PART TWO: GROUP DISCUSSION

1. Create a group of no more than 3-4
2. Each person shares their story (no more than 5 minutes)
3. As the person tells the story, members of the group write down key values they hear on one page with the person’s name at the top.
4. After all stories are told, individuals receive their paper from group members
5. Individually review your papers and identify 1-3 values that most resonate with you

Examples of Core Values

Abundance	Daring	Intuition	Preparedness
Acceptance	Decisiveness	Joy	Proactivity
Accountability	Dedication	Kindness	Professionalism
Achievement	Dependability	Knowledge	Punctuality
Advancement	Diversity	Leadership	Recognition
Adventure	Empathy	Learning	Relationships
Advocacy	Encouragement	Love	Reliability
Ambition	Enthusiasm	Loyalty	Resilience
Appreciation	Ethics	Making a Difference	Resourcefulness
Attractiveness	Excellence	Mindfulness	Responsibility
Autonomy	Expressiveness	Motivation	Responsiveness
Balance	Fairness	Optimism	Security
Being the Best	Family	Open-Mindedness	Self-Control
Benevolence	Friendships	Originality	Selflessness
Boldness	Flexibility	Passion	Simplicity
Brilliance	Freedom	Performance	Stability
Calmness	Fun	Personal Development	Success
Caring	Generosity	Proactive	Teamwork
Challenge	Grace	Professionalism	Thankfulness
Charity	Growth	Quality	Thoughtfulness
Cheerfulness	Flexibility	Recognition	Traditionalism
Cleverness	Happiness	Risk Taking	Trustworthiness
Community	Health	Safety	Understanding
Commitment	Honesty	Security	Uniqueness
Compassion	Humility	Service	Usefulness
Cooperation	Humor	Spirituality	Versatility
Collaboration	Inclusiveness	Stability	Vision
Consistency	Independence	Peace	Warmth
Contribution	Individuality	Perfection	Wealth
Creativity	Innovation	Playfulness	Well-Being
Credibility	Inspiration	Popularity	Wisdom
Curiosity	Intelligence	Power	Zeal

PART THREE: POST ACTIVITY REFLECTION AND GROUP DISCUSSION NOTES

- What surprised you?
- What patterns/trends did you see in the notes?
- What values did others perceive as informing your actions and behaviors?
- What do you consider to be your “top 3-5 values?”



Individual Reflection

Who do I serve? What do they value?

What is the importance of this activity to my growth as a servant leader?

Additional Resources for Leading and Learning

	<p>Articles and Online Resources</p> <ul style="list-style-type: none"> • The Elephant and the Rider Video • Twelve Principles of Spiritual Intelligence
	<p>Assessments</p> <ul style="list-style-type: none"> • Spiritual Intelligence Self-Assessment • Meaning in Life Questionnaire • Brief Strengths Test • VIA Survey of Character Strengths
	<p>Lessons and Activities</p> <ul style="list-style-type: none"> • Personal Values Activity