

KINDLE Servant Leader Outcomes

4 Strands – 20 Practices – 60 Outcomes

Strand	Practice	Outcome	Assessment
KINDLE servant leaders are maturing as they implement effective leadership development approaches in their ministry and equip other servant leaders to the same	1. Set the Example Follow the example of Jesus Christ and behave in ways consistent with that of a servant leader	1. Knowledge — grasp the significant impact that a servant leader’s conduct has on fellow leaders	
		2. Skill — be a calm and reflective leader who acts with integrity and stays connected with people	
		3. Attitude — accept and imitate the values inherent in the mantel of servant leadership	
	2. Voice the Vision Inspire a shared vision and mission and communicate it regularly and consistently	4. Knowledge — comprehend the visioning process and its importance in equipping others	
		5. Skill — develop and communicate a shared vision of the preferred future that inspires others to pursue the vision	
		6. Attitude — believe a shared vision is the best vision	
	3. Equip One Another Foster a culture of leader equipping and replication	7. Knowledge — demonstrate an understanding of trustworthy coaching	
		8. Skill — strengthen people’s capacity for collaboration and the ongoing replication of leaders	
		9. Attitude — believe leaders grow when given choice, responsibility and support	
	4. Spur One Another Challenge others to develop as servant leaders	10. Knowledge — understand the positive impact of “spurring” others on to a higher level of excellence and in pursuit of the vision	
		11. Skill — coach individuals as they mature into Christ-like servant leaders	
		12. Attitude — demonstrate a willingness to be challenged and challenge others as servant leaders	
	5. Encourage One Another Celebrate and recognize accomplishments that help achieve the vision and mission	13. Knowledge — comprehend the importance of positive recognition of others	
		14. Skill — recognize individual and team contributions and regularly celebrate their accomplishments	
		15. Attitude — appreciate the impact regular and heartfelt encouragement can have on others	

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Stewardship of Self KINDLE servant leaders are maturing as they pursue a biblically-based life through stewardship of self, and equip other servant leaders to do the same	6. Recognize God's Call For emotional health live out the personal calling for which you have been gifted	16. Knowledge — understand how God's call in baptism shapes the servant leader.	
		17. Skill — align daily behaviors with your mission and call as a servant leader.	
		18. Attitude — realize your unique gifts and struggles as part of God's call in your life.	
	7. Pursue Wellness For physical health pursue a balanced lifestyle	19. Knowledge — understand what contributes to a healthy lifestyle in a servant leader's life	
		20. Skill — live a healthy life that maintains the physical wellness of a servant leader	
		21. Attitude — commit to a lifelong pursuit of a healthy lifestyle	
	8. Grow in Wisdom For intellectual health intentionally and regularly engage in learning opportunities	22. Knowledge — grasp how active learning contributes to overall health	
		23. Skill — pursue learning "events" that stimulate the intellectual health of a servant leader	
		24. Attitude — recognize that learning is a lifelong pursuit	
	9. Optimize Finances For fiscal health pursue behaviors which promote optimal use of God-given financial resources	25. Knowledge — understand Biblical principles for financial management	
		26. Skill — engage in financial habits that reflect healthy giving, saving, investing, and spending	
		27. Attitude — commit to the ongoing understanding that financial resources are a gift from God	
	10. Stay Connected For social health seek the mutual conversation and consolation of other Christians	28. Knowledge — understand the dynamics and value of authentic Christian community	
		29. Skill — enhance relationships with others by seeking first to understand, then to be understood	
		30. Attitude — commit to regular interactions that foster mutual conversation and consolation with other Christians	

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Leadership of Groups KINDLE servant leaders are maturing as they foster Christian communities in their ministry settings and equip other servant leaders to do the same	11. Build the Community Help groups be transformed into Christian communities	31. Knowledge — understand the goals and dynamics as groups become Christian communities	
		32. Skill — lead groups through a process of becoming a Christian community	
		33. Attitude — commit to helping groups experience authentic Christian community	
	12. Identify Common Vision Facilitate groups as they discover their common vision and mission	34. Knowledge — understand the role of a shared vision and mission in a group's life	
		35. Skill — guide groups through a process of identifying and pursuing a shared vision and mission	
		36. Attitude — devote to helping groups identify and pursue their shared vision and mission	
	13. Promote Communication Speak the truth in love through healthy communication patterns	37. Knowledge — understand that open and accurate communication is foundational for healthy groups and Christian communities	
		38. Skill — willingly listen to and share information that helps people better do their job	
		39. Attitude — value open and honest communication	
	14. Manage Anxiety and Conflict Apply biblical means to both maintain healthy relationships and restore broken ones	40. Knowledge — understand the impact of anxiety on a group and the scriptural basis for dealing with conflict and reconciliation (confession & absolution)	
		41. Skill — being a non-anxious presence in the midst of anxiety and conflict	
		42. Attitude — affirm the inevitability of anxiety and destructive conflict as well as God's desire for healthy relationships and reconciliation	
	15. Nurture Collaboration Work together to achieve the group's vision and mission	43. Knowledge — understand the dynamics of group development and process	
		44. Skill — foster an environment where everyone's gifts are valued and used to pursue the group's shared vision and mission	
		45. Attitude — value the fact that healthy groups can accomplish more than an individual	

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KINDLE servant leaders are maturing as they practice Christ-like disciplines in the context of community and equip other servant leaders to do the same <i>Stewardship of Faith</i>	16. Embrace Sabbath Living Eagerly worship, partake in Holy Communion, and nurture additional behaviors which foster spiritual renewal & rest	46. Knowledge — understand the Biblical meaning and rhythm of Sabbath living	
		47. Skill — be fully present before the Triune God by cultivating Sabbath living day by day	
		48. Attitude — recognize that sustaining a holistic Sabbath lifestyle that refreshes and renews is a lifelong pursuit	
	17. Study Scripture Discover and apply the truths of Scripture in various settings	49. Knowledge — comprehend the role of Scripture in informing and transforming the servant leader	
		50. Skill — develop the habit of being fully present before God through the regular study of Scripture	
		51. Attitude — display a willingness to be formed as a servant leader through interaction with Scripture	
	18. Pray Unceasingly Pray continually alone and with others	52. Knowledge — understand how God uses prayer in forming the servant leader	
		53. Skill — develop the discipline of being fully present before God when praying	
		54. Attitude — cherish prayer as a means to discern the heart of God and respond to His Word and will	
	19. Witness Willingly Testify willingly to God's enduring grace and mercy through Jesus Christ	55. Knowledge — discover how the Gospel of Jesus Christ compels a servant leader to give witness	
		56. Skill — witness in a manner that testifies to Jesus Christ as Lord and Savior	
		57. Attitude — be willing to witness to what God is doing through His Word, Sacraments and people	
	20. Serve Others Present your life as a living sacrifice, responding in graciousness and hospitality	58. Knowledge — know that all service is God's action through which hospitality, mercy and justice are conveyed	
		59. Skill — serve others by practicing hospitality, showing mercy and doing justice	
		60. Attitude — open your heart to serve others as Jesus did	

SPO-Version03
12/7/2010