

## Enlightened Leadership Dimensions (Competencies)

Key leadership dimensions are inherent attitudes and skills that combine to make up an individual's ability to effectively perform as an enlightened leader within a truly thriving ministry.

Here, we clearly articulate the leadership dimensions and individual actions that are critical to creating the vision of a thriving ministry in all aspects.

ENLIGHTENED LEADERS must be...



### Role Models

- Self-awareness
- Promotes teamwork and collaboration
- Exemplifies Unity truth principles
- Works from spiritual guidance
- Integrity
- Makes decisions based on the vision and mission
- Shows empathy and warmth
- Inclusive
- Models humility
- Exhibits visible faith
- Acts from a place of enlightened consciousness
- Listens, observes and processes their own behavior and assumptions
- Displays healthy patterns of self-care and work/life balance

## Developers

- Continually engages in self development and encourages others to do so
- Actively seeks out others with leadership potential
- Encourages others to answer the call to service/ministry
- Coaches and mentors all others in a positive, consistent way
- Creates a feedback rich environment, inclusive of all ideas and ages
- Coaches valued people to serve as they are called
- Intentionally places people in positions that play to their strengths
- Rewards and celebrates accomplishments
- Looks for opportunities to allow others to take leadership roles
- Gives credit where credit is due
- Clearly sets expectations and holds people accountable
- Allows the Divine to emerge from within others
- Creates alignment with teams on shared purpose and goals
- Develops skills required in others for effective team performance

## In Service

- Exhibits a keen understanding of the human condition
- Recognizes the Divine within each person
- Practices consistent tithing of time, talent and treasure
- Shows caring and compassion for others
- Actively seeks ways to serve, both within and outside the spiritual family
- Maintains a global awareness of needs outside the ministry and offers appropriate support readily

## Change Agents

- Develops a mindset of anticipation among all towards on-going renewal and conscious evolution
- Assists people in moving past familiar patterns to create positive growth
- Prepares community for change
- Challenges assumptions and looks for opportunities to transform
- Listens and coaches people through their past beliefs, attitudes and behaviors and provides coping mechanisms as necessary
- Assimilates information through all change initiatives to ensure understanding
- Asks tough questions to move others through resistance
- Manages the collective stress with spiritual guidance, prayer and a positive demeanor
- Identifies tensions and incongruities and guides their resolution
- Understands all aspects of the operation and considers overall impact to the system when making changes

## Visionaries

- Draws forth the vision from the collective community
- Inspires and empowers the spiritual community to manifest the vision
- Instills in others the desire to strive together to create a better future
- Leads strategic planning to achieve vision, values and mission
- Focuses on results
- Accesses people's natural desire to make a difference and be involved
- Fosters hope
- Unlocks the creativity and ingenuity within the collective community
- Expects and measures high performance
- Generates highly energized, sustained behavior - inspires others to take action
- Creates and empowers effective teams

## Communicators

- Listens actively and responds accordingly
- Builds trust through consistent action and compassion
- Gives clear direction and reinforces all communications several times through several different mediums
- Facilitates sharing of multiple perspectives and healthy disagreement
- Communicates in an open and honest manner
- Expresses appreciation
- Appropriately confronts behavior inconsistent with core values
- Actively works to improve written and oral presentation skills
- Effectively influences mutually positive outcomes
- Treats people of all ages and levels with respect and credibility
- Seeks to enhance their own interpersonal relationships