

THE DRAMATIC LEADERSHIP ASSESSMENT TEST

Discover your leadership strengths with this powerful tool!

Instructions

1. Respond to every statement on the Leadership Style Assessment Survey. Use the following scale:

3 = This is constantly true of me

2 = This is usually true of me

1 = This is true of me sometimes

0 = This is never true of me

2. As you respond, go with your first impulse. Don't think about what type of leader you wish you were. Don't compare yourself to other leaders. This inventory will help you identify your natural leadership style—but only if you don't try to "beat the test."

3. Write your response to the first statement in the #1 box in the Answer Grid. Write your response to the second statement in the #2 box in the grid, and so on.

You'll receive information about how to score the test after you've completed it.

Answer Grid

	1	2	3	4	5	6
	7	8	9	10	11	12
	13	14	15	16	17	18
	19	20	21	22	23	24
	25	26	27	28	29	30
	31	32	33	34	35	36
	37	38	39	40	41	42
	43	44	45	46	47	48
Totals						
	A	B	C	D	E	F

1. I constantly find myself dreaming about the unrealized potential of my ministry.

2. I'm able to mentally organize my ministry into a series of systems that need to be organized.

3. I'm able to teach skills and concepts to my team members so they have the best chance for being successful in ministry.

4. I'm primarily motivated by the belief that healthy ministries flow from healthy teams and individuals.

5. I'm able to anticipate what supplies and labor the team will need to accomplish its goals.

6. I quickly break large projects into a series of manageable steps.

7. I study both Scripture and other thriving ministries to discover in what direction I should lead my ministry.

8. I constantly look for new ways to improve the efficiency of how things happen in my ministry.

9. I can present both Scripture and my knowledge of children's ministry in simple and memorable ways that provoke people to change their behavior.

10. I constantly gauge the emotional and attitudinal health of my team.

11. I prefer to serve the people who are working with children than to work with kids myself.

12. I'm able to quickly identify what resources, volunteers, and budgets need to be in place in order to lead my organiza-

tion through change in an orderly fashion.

13. I feel satisfaction when I'm able to mobilize my teams to tackle a big, formidable goal.

14. I take pleasure in creating an orderly environment in which people can serve.

15. I enjoy studying Scripture, as well as a broad field of literature in the business and education fields, in order to bring the best ideas into my ministry.

16. I feel most satisfied when there's a positive sense of well-being among my team members.

17. I enjoy working behind the scenes to support my more visible team members.

18. I enjoy it when my team leader turns to me to develop the plan to make his or her vision become a reality.

19. I enjoy being a pioneer and blazing a new path for my ministry.

20. I feel secure when I operate within clearly defined boundaries and expectations.

21. I feel most used by God when I'm leading a classroom, whether it's filled with children or adults.

22. I enjoy tending to the personalities of my teams and ministry.

23. I take pride in my flexibility and willingness to do whatever it takes to get the job done.

24. I feel most valuable to the team when my skills are used to help the team move through change with efficiency and with minimal

THE DRAMATIC LEADERSHIP ASSESSMENT TEST

levels of conflict.

25. I lead by telling stories of what our ministry could look like.

26. I lead by creating policies and systems to help others do their jobs well.

27. I constantly create opportunities to equip my team members in group or individual settings.

28. I'm able to lead my teams through powerful emotional experiences that shape my team members' attitudes and morale.

29. I tend to volunteer for the set-up and tear-down phases of most events.

30. I lead by developing calendars, timelines, and to-do lists that help our team measure its progress as we move toward our goals.

31. I have an easy time asking people to make deep personal sacrifices for the sake of the ministry achieving "the dream."

32. I have an eye for detail and am constantly generating to-do lists to organize my day.

33. I have identified a curriculum of skills and theory that I believe my team members need to understand in order to be effective children's ministers.

34. I'm able to unite a diverse group of people into a common culture using training, symbols, experiences, and music.

35. I lead by doing all the menial jobs that can pile up and get in the way of the team accomplishing its goals.

36. I lead by helping the team and congregation manage their emotional

responses to a large task or change by giving them constructive opportunities to share their opinions and feelings.

37. I often feel as if I'm waiting for others in my ministry to catch up or get "on board."

38. I have difficulty understanding those who ignore details and protocol.

39. I'm frustrated when my team members don't take advantage of the teacher training opportunities available to them.

40. I become frustrated when I see team members exhibiting attitudes that harm our group's well-being.

41. I can find myself feeling forgotten by the rest of the team.

42. I'm frustrated by leaders who initiate change before taking the time to think through all of the implications of that change.

43. I'm annoyed by people who have a hard time seeing the big picture.

44. I dislike working in unstructured environments.

45. I often find myself analyzing teachers whom I sit under and find myself developing better ways to present the same material.

46. I'm frustrated by leaders who act without considering how their behavior will affect the team's morale.

47. I can be judgmental of team members who overlook the physical jobs that need to be done in the ministry.

48. I'm frustrated by leaders who deviate from a plan on which the team has agreed.

Once you've filled in the answer grid, total up your scores in each column. You'll have a total for each of the letters A, B, C, D, E, and F.

Place your totals for each letter in the appropriate box on the key. The higher the number, the more prominent the Dramatic Leadership Style. You probably have a score for each of the six Dramatic Leadership Styles; that's typical.

Circle the letters of the two highest scores and the two lowest scores. Pay special attention to the chapters that deal with those Dramatic Leadership Styles in *Lead the Way God Made You*.

Key

Letter	My Point Total	Dramatic Leadership Style
A		Director: In theater, the Director has the ability to "see" the production in its final form. The Director uses that picture to motivate his or her team to action. In a ministry context, the Director provides vision for the ministry.
B		Stage Manager: In theater, the Stage Manager leads by administrating the countless details to be accounted for if the production is to be a success. In a ministry context, the Stage Manager provides ministry with efficiency.
C		Drama Coach: In theater, the Drama Coach leads by equipping the actors with all of the skills needed to give a convincing performance. In a ministry context, the Drama Coach instills the needed skills, methods, and philosophies in frontline team members.
D		Theater Manager: In theater, the Theater Manager provides the cast and crew with a warm, clean, and inviting environment. In a ministry context, the Theater Manager leads by making sure that the team is operating in a healthy emotional environment that fosters healthy ministry.
E		Stagehand: In theater, the Stagehand leads by meeting the physical needs of the team, such as painting the sets or managing the props. In a ministry context, the Stagehand leads by tending to the physical needs of ministry so other team members can focus on their roles.
F		Production Assistant: In theater, the Production Assistant breaks down all the tasks that must be accomplished so the Director's vision can be realized on Opening Night. In a ministry context, the Production Assistant translates the Director's vision into logical and measurable tasks. This allows the whole team to manage change harmoniously.

LEADERSHIP STYLE SUMMARIES

Use these handy handouts to share what you've learned with your team.

DIRECTOR Leadership Style Summary

Description: Possesses the ability to visualize what “the play” will look like on Opening Night and is able to communicate that vision to an entire team. The Director uses that picture to motivate his or her team to action. In a ministry context, the Director is able to see what the children’s ministry can accomplish for God if it steps boldly into the future.

Inspiration:

1. I constantly find myself dreaming about the unrealized potential of my ministry.
2. I study both Scripture and other thriving ministries to discover what direction I should lead my ministry.

Affirmation:

1. I feel satisfaction when I’m able to mobilize my teams to tackle a big, formidable goal.
2. I enjoy being a pioneer and blazing a new path for my ministry.

Implementation:

1. I lead by telling others’ stories of what our ministry could look like.
2. I have an easy time asking people to make deep personal sacrifices for the sake of the ministry and achieving “the dream.”

Frustration:

1. I often feel as if I’m waiting for others in my ministry to catch up or get “on board.”
2. I’m annoyed by people who have a hard time seeing the big picture.

Ministry Star(s): The Promised Land, Muscle

Leadership Energy: Vision

PRODUCTION ASSISTANT Leadership Style Summary

Description: In theater, this person works closely with the Director to help him or her move the team to the goal. The Production Assistant develops the master calendars—the rehearsal schedules, advertising schedules, and set design schedules. In a ministry context, the Production Assistant bridges the status quo to the Director’s vision through a series of well-defined and logically progressing steps. A skillful Production Assistant is able to manage the change of attitudes and “buy-in” of teammates and influential people in the congregation.

Inspiration:

1. I quickly break large projects into a series of manageable steps.
2. I’m able to quickly identify what resources, volunteers, and budgets need to be in place in order to lead my organization through change in an orderly fashion.

Affirmation:

1. I enjoy it when my team leader turns to me to develop the plan to make his or her vision become a reality.
2. I feel most valuable to the team when my skills are used to help the team move through change with efficiency and minimal levels of conflict.

Implementation:

1. I lead by developing calendars, timelines, and to-do lists that help our team measure its progress as we move toward our goals.
2. I lead by helping the team and congregation manage its emotional responses to a large task or change by giving them constructive opportunities to share their opinions and feelings.

Frustration:

1. I’m frustrated by leaders who initiate change before thinking through implications of that change.
2. I’m frustrated by leaders who deviate from a plan on which the team has agreed.

Ministry Star: Maps

Leadership Energy: Strategy

STAGE MANAGER Leadership Style Summary

Description: The Stage Manager has an eye for all the details that need to be attended to in order for the play to be successfully produced. In a ministry setting, the Stage Manager has an eye for the systems and to-do lists that need to be attended to for the ministry to run efficiently.

Inspiration:

1. I’m able to mentally organize my ministry into a series of systems that need to be organized.
2. I constantly look for new ways to improve the efficiency of how things happen in my ministry.

Affirmation:

1. I take pleasure in creating an orderly environment in which people can serve.
2. I feel secure when I operate within clearly defined boundaries and expectations.

Implementation:

1. I lead by creating policies and systems to help others do their jobs well.
2. I have an eye for detail and am constantly generating to-do lists to organize my day.

Frustration:

1. I have difficulty understanding those who ignore details and protocol.
2. I dislike working in unstructured environments.

Ministry Star: Muscle

Leadership Energy: Organization

LEADERSHIP STYLE SUMMARIES

Use these handy handouts to share what you've learned with your team.

DRAMA COACH Leadership Style Summary

Description: In theater, the Drama Coach leads by teaching others the skills and competencies needed to become skilled actors. In a ministry context, the Drama Coach leads by teaching team members the competencies, values, policies and procedures, and philosophies needed for the team to become master children's ministry volunteers.

Inspiration:

1. I'm able to teach skills and concepts to my team members so they have the best chance for being successful in ministry.
2. I can present both Scriptures and my children's ministry knowledge in simple and memorable ways that prompt people to change their behavior.

Affirmation:

1. I enjoy studying Scripture as well as a broad field of literature in the business and education fields so I can bring the best ideas into my ministry.
2. I feel most used by God when I'm leading a classroom, whether it's filled with children or adults.

Implementation:

1. I constantly create opportunities to equip my team members in group or individual settings.
2. I have identified a curriculum of skills and theories that I believe my team members need to understand in order to be effective children's ministers.

Frustration:

1. I'm frustrated when my team members don't take advantage of the teacher training opportunities available to them.
2. I often find myself analyzing teachers whom I sit under and find myself developing better ways to present the same material.

Ministry Star: Tool Box

Leadership Energy: Equipping

THEATER MANAGER Leadership Style Summary

Description: In the world of drama, the Theater Manager provides a healthy environment in which everyone can work. He or she pays the heating bills and makes sure the rehearsal rooms and stage are clean. In a ministry environment, the Theater Manager creates a healthy relational and cognitive environment that promotes productive ministry.

Inspiration:

1. I'm primarily motivated by the belief that healthy ministries flow from healthy teams and individuals.
2. I constantly gauge the emotional and attitudinal health of my team.

Affirmation:

1. I feel most satisfied when there is a positive sense of well-being among my team members.
2. I enjoy tending to the personalities of my teams and ministry.

Implementation:

1. I'm able to lead my teams through powerful emotional experiences that shape my team's attitudes and morale.
2. I'm able to unite a diverse group of people into a common culture using training, symbols, experiences, and music.

Frustration:

1. I become frustrated when I see team members exhibiting attitudes that harm our group's well-being.
2. I'm frustrated by leaders who act without considering how their behavior will affect the team's morale.

Ministry Star(s): Has a global influence on Promised Land, Maps, Toolbox, Heart, and Muscle.

Leadership Energy: Health

STAGEHAND Leadership Style Summary

Description: In theater, the Stagehand advances the progress of the team by meeting the physical needs of the team. Stagehands build the set and make sure all of the props are acquired and working. In a ministry setting, the Stagehand serves the team by meeting their physical needs and allowing other leaders to focus on their roles.

Inspiration:

1. I'm able to anticipate what supplies and labor the team will need to order to accomplish its goals.
2. I'd rather be of assistance to the people who are doing the lead work.

Affirmation:

1. I enjoy working behind the scenes to support my more visible team members.
2. I take pride in my flexibility and willingness to do whatever it takes to get the job done.

Implementation:

1. I tend to volunteer for the set-up and tear-down phases of most events.
2. I lead by doing all the menial jobs that can pile up and get in the way of the team accomplishing its goals.

Frustration:

1. I can find myself feeling forgotten by the rest of the team.
2. I can be judgmental of team members who overlook the physical jobs that need to be done in the ministry.

Ministry Star: Muscle

Leadership Energy: Servanthood

