



## Course Name: Transformational Leadership - Self Assessment

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### Course description:

This course explores the necessity for transformational leadership within the church. The primary focus of this lesson is to assess the leadership style of the student, especially as it relates to transformational leadership.

**Course Objectives:** By the end of this course, students will have...

- A. Defined transformational leadership, aligned and compared it to other leadership styles.
- B. Taken the transformational leadership self-assessment.
- C. Determined actions to take in order to implement a more transformational leadership approach in their relationships.

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### Outline of Course:

- A. Why transformational leadership?
  - 1. Definition: having the ability to stimulate followers to do more than is expected, while helping them grow and increase self-confidence in such a way that they place the needs of the organization before their own.
  - 2. Transformational leadership builds upon the ideals and goals of followers by offering a new vision with higher possibilities, whereas **transactional leadership** focuses on a quid pro quo (a this for that, exchange) mentality. Transactional leadership maintains achievement-specific goals for followers and leaders as the basis for collective and individual working relationships.
    - a. Transformational leadership:
      - i. Excites
      - ii. Seeks new solutions
      - iii. Conserves dependability, persistence, and consistency
      - iv. Maintains positive self-regard, not self-importance

- b. Transactional leadership:
      - i. Keeps status quo
      - ii. Utilizes reward systems and legitimate power to command
      - iii. Dispassionate
      - iv. Unconcerned with experiential learning
- B. So, are you a transformational or transactional leader? *Hand out sheet with self-assessments while explaining the purpose of the self-assessment.*
  - 1. Not everyone will be a perfect transformational leader. Some people are more charismatic leaders and others are transactional. There are upsides to every form of leadership and downsides. The purpose of this assessment is to determine who you are in any given situation and if there are ways we can improve upon our leadership styles. People depend upon us to lead them into the future of the church and we have to be open and honest with them, but also to ourselves.
  - 2. When reading through the questions in this assessment answer according to the best knowledge of yourself.
- C. Post-Assessment take-aways
  - 1. The higher the score, generally, the more you exhibit transformational leader qualities. However, transformational leaders also perform transactional behaviors. It is also generally easier to be transformational at higher levels of leadership than at lower levels.
  - 2. Some of these statements in Assessment 9-1 may have caused you to have a moment of pause, where you wanted to be something you don't truly see yourself as. Ask the class:
    - a. *Where do you see yourself needing to become more transformational?*
    - b. *And what steps can you take to move from being more transactional?*
  - 3. Pray with the class about the kind of leaders you all want to be and ask that God give you insight into who you need to be in order to help someone else lead.

**Conclusion:**

- A. Transformational leadership attempts to pull the best out of followers for the good of the organization, while playing on a followers' needs and personal aspirations.
- B. Transformational leaders are concerned with seeking success, while transactional leaders are trying to circumvent disaster.

- C. Take a current on-going situation and think of a way one of the self-assessment statements can change the way you continue to handle the situation. Maybe you can take a calculated risk. Perhaps you can assess a past mistake and see how your situation could be headed in that direction.