

In accordance to the “Five Levels of Leadership,” by John C. Maxwell as well as the book called, “The Making of a Leader,” by Dr. J. Robert Clinton, I have learned much about spiritual maturity and authority. Additionally, I had managed to ask three ministry leaders as well as three of my close friends to rate me as a leader with the assistance of their loved ones as well. In terms of my own grading of my level of leadership for part one, I would only be on a level two of leadership with all honesty in regards to “leadership level characteristics.”¹ This is not to say that I do not have qualities of a level three leadership; however, I currently do not have eight of the requirements to claim to have reached the third level in accordance to the Five Levels of Leadership book.²

For an example, even though “I consistently hit targets and goals in my work,” I am not “constantly setting and achieving higher goals for myself.”³ This is because I am afraid of burnout and like to have a schedule for myself that is realistic and not unrealistically high. Even though “I have systems and routines that help me perform at a very high level,” I am not “comfortable with the idea that others are watching how I perform and follow my example.”⁴

In pertinence to part two which was the individual team member assessment from the leader’s point of view, all of them had at least viewed me as level two called “permission” because I know each of them personally outside of church as well as their strengths and flaws, hopes, and dreams.⁵ I also pray for them to succeed in their field of work as well as their evangelization efforts to their other atheist friends and even to strangers. I can claim with confidence that I trust in them and they trust in me.⁶ Two of them had voted me on level three

¹ John C. Maxwell, *The Five Levels of Leadership: Proven Steps to Maximize your Potential* (New York: Center Street, 2013), 22-26.

² Ibid., 23-24.

³ Ibid., 24.

⁴ Ibid.

⁵ Ibid., 28.

⁶ Ibid.

because in their opinion, I have accomplished most of the requisites for level three, but the total number is still less than the minimum number of requisites to go to the next level which is eight. However, I did have a couple aspects of level three leadership. These were the level three leadership requisites of “this person asks for your advice and expertise,” and “this person respects your professional ability and qualities.”⁷

Nevertheless, the two requisites I have had from the level three leadership was evidently not sufficient enough to claim that my overall leadership level is level three. For part three, my evaluation of their scores for me as a leader was roughly around level two. One unanimous individual had rated me as having a level three leadership. However, the rest of the people had rated me at level two as I had thought they would.

In relevance as to what the overall leadership evaluation had shown to me as a leader to others, I have learned that I have a long way to go. This is because before this semester, I did not have a team of helpers or followers besides my middle school students as a children’s pastor. This is because my home church is small, thus there are no teams for a youth pastor or a children’s pastor. I only just started my team for the small group meetings a couple of weeks ago, so I definitely cannot claim that because of me, my followers had become all leaders of other people, because there are only six people in our adult English ministry. Therefore, we do not need many leaders and have not been implementing new visionary goals besides our current ones. Thus, levels three, four and five do not correspond to me. One can claim that the blind spots in my leadership are the vast majority of requisites for leadership level four, and five to mention them in a concise manner, while for level three, only a partial number of the requirements were met and fulfilled.

⁷ Ibid.

For part four which is called the current leadership level assessment, I had made the following chart in order to attain a bird's eye view of the overall evaluation of my leadership skills and current leadership level out of levels one, two, three, four, and five.

	Part 1 (# of True)	Part 2 (# of True)	Part 3 (# of True)	Predominant level
Level one	Eight	three	Three	Level 2 (19)
Level two	nine	Five	Five	Level 1 (14)
Level three	seven	three	Two	Level 3 (12)
Level four	Five	One	One	Level 4 (7)
Level five	Four	One	zero	Level 5 (5)

Therefore, my predominant levels from highest to lowest are level two, level one, level three, level four, and level five. For the level two leadership, nineteen requisites were fulfilled. For the level one leadership, fourteen requisites were met. For the level three leadership, twelve requisites were met. For the level four leadership, seven requisites were met. Finally for the level five leadership, five requirements were fulfilled.

Furthermore, in terms of the ministry maturity process, I see myself in the relational learning stage.⁸ In this stage, the Lord had taught me the correct methodology of fulfilling my objectives. This is called relational learning.”⁹ Four aspects of relational learning are “authority insights, relational insights, ministry conflict, and leadership backlash...”¹⁰ One can state that these authority insights can be “positive and negative ministry lessons that teach about the use of

⁸ Robert Clinton, *The Making of a Leader: Recognizing the Lessons and Stages of Leadership Development* (Colorado: NavPress, 2012), 86.

⁹ Ibid., 67.

¹⁰ Ibid., 87.

spiritual authority.¹¹ They are lessons regarding the concepts of “submission to authority, on authority structures, on authenticity of power bases, on authority conflict, and on how to exercise authority.”¹² Through my personal experiences, I have learned about authority structures such as top down or bottom up leadership, and how to appropriately exercise my authority as a children’s pastor.

The second aspect of the relational learning stage in the ministry maturity process is relational insights. These insights involve learning about new things about other individuals whether they are Christian or not through pleasant or unpleasant experiences.¹³ For an example, I have learned that nonbelievers do not take the phrase, “You should be a Christian” kindly. Even fellow Christians do not like the phrase, “You should,” as its connotation can come off as judgmental and imposingly intrusive. Lessons learned through relational insights can significantly affect future leadership.”¹⁴

The third aspect is the concept of ministry conflict.¹⁵ Dr. J. Robert Clinton asserts that “A leader could leave a ministry conflict either successfully resolved, partially resolved, or unresolved, but it is important to have closure in conflicts. Otherwise, it will be hard to see and learn the necessary lessons.”¹⁶ In more direct terms, it is important to learn how to handle an inevitable conflict even though the experience will be unpleasant and uncomfortable. Through my personal experiences, I have endured through such circumstances and learned how to diffuse the situation with either humor or the leveled calmness of my body language, facial expression, and vocal inflection.

¹¹ Ibid., 89.

¹² Ibid.

¹³ Ibid., 81.

¹⁴ Ibid.

¹⁵ Ibid., 92.

¹⁶ Ibid., 93.

The fourth and final aspect of relational learning is the notion of leadership backlash. The author asserts that “Leadership backlash is a form of integrity testing in which the leader’s actual motivation can be revealed.”¹⁷ It can also be contended that during a leadership backlash, the leader becomes the scapegoat which his or her followers take their frustrations on him or her even though they had initially advocated for his or her plan of the visionary goal.¹⁸

My strengths and weaknesses regarding my ministry maturing process is that I struggle with spiritual discernment and I still struggle with obeying authority figures whom I do not like on a personal level, regardless of how skilled they are as a leader. Nevertheless, Dr. J. Robert Clinton stated that “Leaders in the ministry maturing phase must learn to submit to authority in order to learn how to use authority properly. This learning process involves insight on submission, recognition of God’s authority, and the willingness to submit.”¹⁹ My strengths involve relational insights as well as my spiritual gift of prophecy in which I occasionally see visions of what is going to happen in the future when praying for myself or others.²⁰

Moreover, the checks and lessons God is teaching me is that “I am not on the same level as every person.”²¹ I have also learned “Moving up levels occurs slowly, but going down can happen quickly.”²² When I was reading the book called *The Five Levels of Leadership*, I had felt a connection to these pieces of advices in terms of my spiritual leadership. Through my interpersonal interactions with my church members, I had experienced how different people’s opinions concerning me can be, as well as how fast I can lose credibility or respect if I make a

¹⁷ Ibid., 95.

¹⁸ Ibid.

¹⁹ Ibid., 93.

²⁰ Ibid., 87.

²¹ John C. Maxwell, *The Five Levels of Leadership: Proven Steps to Maximize your Potential* (New York: Center Street, 2013), 12.

²² Ibid., 14.

wrong decision. The Lord has also taught me that “Faithfulness in a small responsibility is an indicator of probable faithfulness in a larger responsibility.”²³

In finality, my leadership style is democratic more than authoritarian when it comes to my adult small group and my middle school students in my children’s ministry. I had always found it more rewarding to give people more freedom and allow them to express themselves and have fun. It allows them to not feel imposed upon and prevents them from lashing out at me as their authority figure. In addition, for my case, people like me more because I value the opinions of others as a democratic leader.

Bibliography

²³ Robert Clinton, *The Making of a Leader: Recognizing the Lessons and Stages of Leadership Development* (Colorado: NavPress, 2012), 82.

Clinton, Robert. *The Making of a Leader: Recognizing the Lessons and Stages of Leadership Development*. Colorado: NavPress, 2012.

Maxwell, John C. *The Five Levels of Leadership: Proven Steps to Maximize your Potential*. New York: Center Street, 2013.