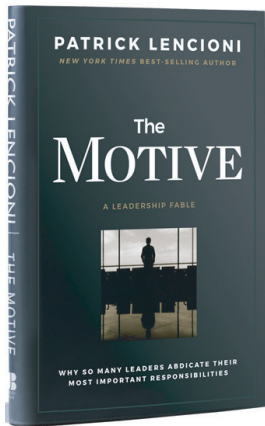


THE MOTIVE



No leader is purely reward-centered or responsibility-centered. We all struggle at times, and we all rise up to do the right thing at times. But one of these two motives for leadership will be predominant, and that motive will have a profound impact on the success of the leader and the organization he or she serves.

Reward-centered leadership

The belief that being a leader is the reward for hard work; therefore, the experience of being a leader should be pleasant and enjoyable, avoiding anything mundane, unpleasant, or uncomfortable.

Responsibility-centered leadership

The belief that being a leader is a responsibility; therefore, the experience of leading should be difficult and challenging (though certainly not without elements of personal gratification).

A pastor or parish leader who accepts responsibility-centered leadership embraces the following 5 things that only they can do:

1. Having difficult and uncomfortable conversations
2. Actively managing direct reports
3. Running great team meetings
4. Developing the leadership team/team-building
5. Communicating constantly and repetitively to staff members