

THE PATTERN FOR LEADERSHIP

SELF REFLECTION ASSESSMENT

INTRODUCTION

The Pattern for Leadership provides a framework for learning the principles and practices of great leadership as they pertain to the Church workforce.

To create *The Pattern for Leadership* a series of councils were held with members of the Human Resources Committee of the Church (First Presidency, Presiding Bishop, members of the Quorum of the Twelve Apostles). From their teachings, *The Pattern for Leadership* was created and approved by the First Presidency for use by the Church workforce.



ABOUT THIS ASSESSMENT

The following Leadership Self Reflection Assessment was designed to allow members of the workforce to reflect on the key teachings from the nine elements of the *The Pattern for Leadership*. As you take the assessment you will be asked questions about each of the nine elements. You are invited to ponder the questions and assess your current progress towards each.

As you consider each question individually and the implications for your daily work, you may want to write down two or three key thoughts or impressions and set some personal goals to further enhance your ability to lead and serve. You are also encouraged, as you feel comfortable, to seek feedback from your manager and associates in the areas that would be most meaningful to you.

BE PREPARED

The Lord has asked that we “be prepared, and that my people may be taught more perfectly, and have experience, and know more perfectly concerning their duty, and the things which I require at their hands.” (D&C 105:10) By applying the principles and practices of *The Pattern for Leadership* you will be able to move the work of the Lord forward in ever more powerful ways.

**THE 9 LEADERSHIP
PATTERN ELEMENTS**

**THE PATTERN FOR LEADERSHIP
SELF REFLECTION QUESTIONS**

NEVER

SOMETIMES

MOST OF THE TIME

ALWAYS

Lead as the
Savior

I consciously apply what I learn from the Savior’s example to how I work with and treat others.

I believe the key to success in my work is not just about what I do, but who I am.

I seek for increased levels of spiritual strength to help me accomplish the Lord’s work in His way.

In all that I do I feel trusted by the Lord and those with whom I work.

Seek the
Spirit

I qualify for, consistently seek, and act on personal revelation in my work.

I am confident that my results, and the way I am achieving them are acceptable to the Lord.

I believe the Lord cares about and wants to guide my work through the Spirit.

Align with
Brethren

I seek to understand the gospel principles and church guidelines that should govern my work.

I ask, “what is right for the Church?” and make decisions and act accordingly.

I bring my best thinking to my leaders, and work to make inspired decisions successful.

Define
Direction

I constantly seek to understand the Lord’s true purposes for my work in moving forward His plan.

I focus on strengthening the global church, not just building my discipline within the Church.

I draw upon the Spirit to anticipate current and future needs and prepare to meet them.

Organize
Work

I take the time to set meaningful goals and develop practical plans for achieving my results.

I ensure that my most important work is clearly identified and prioritized accordingly.

I encourage people to act for themselves within their given parameters without fear of failure.

Counsel
Together

I counsel with others outside my organization and the Church to seek new perspectives.

I seek and provide feedback by sharing in an open, honest, and non-threatening way.

I ask the hard questions and work to help others feel safe to do the same.

I express my ideas freely and communicate them with accuracy and clarity.

Build
Capability

I actively take time, “one-by-one”, to help others become better than they knew they could.

I believe in my own potential and take ownership for becoming an expert in my field.

I value building the capability of those around me as much as getting my results.

Accomplish
Work

I recognize the need for, envision, and lead others through purposeful change.

I am results oriented and seek to achieve results in the most effective and efficient way.

I initiate new and innovative solutions when required to ensure my customers needs are met.

Render an
Account

I measure my success towards achieving my results and seek to continuously improve them.

I share the facts as they really are without seeking to embellish success or minimize short falls.

I hold myself accountable to the Lord for delivering results, and expect others to do the same.

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