

The Leadership Inventory for Leading God's Way

By Don Wood, Leadership Coach / Speaker / Writer

Introduction: Leadership That Begins in the Heart

Leadership has never been more complex. Technology shifts by the week. Markets change overnight. Morality feels negotiable.

The pressure to perform both publicly and privately never seems to slow down.

For leaders who desire to lead *God's way*, success isn't defined by growth charts or profit margins.

It's defined by **character, conviction, and Christlikeness.**

The late pastor A.W. Tozer once wrote, "What comes into our minds when we think about God is the most important thing about us."

The same is true for leadership. Our view of God determines our view of ourselves—and, ultimately, how we lead others.

This is why every leader who seeks to follow God's design must pause to take an honest **Leadership Inventory.**

It's a reflective, spiritual audit that helps us measure not just what we *do*, but who we're *becoming*.

1. The Foundation: Spiritual Identity

The first question every leader must ask is simple yet profound...

Who am I...*really*...when I'm not leading anyone?

Before David was king, he was a shepherd. Before Peter was a preacher, he was a fisherman. Before Paul was a missionary, he was Saul, who was blind and broken before God changed his life.

Biblically grounded leadership starts not with *doing* but with *being*.

"I am the vine; you are the branches. If you remain in Me and I in you, you will bear much fruit; apart from Me you can do nothing." *John 15:5*

The first item on the Leadership Inventory is **Spiritual Identity**. It's a recognition that your value comes from your connection to Christ, not your position, productivity, or popularity.

A *Barna Group* study on Christian leaders (2020) revealed that 72% of pastors and executives admitted they felt more defined by what they accomplished than by who they were in Christ.

That's a warning sign for anyone serious about leading God's way.

Reflection Inventory Questions:

- Am I secure in my identity as a child of God or dependent on success for validation?
- Do I begin my day grounded in prayer or driven by performance?
- How often do I slow down to listen for God's direction before making decisions?

Leaders rooted in spiritual identity lead from abundance, not anxiety.

2. The Motive: Servanthood Over Status

The second area of the Leadership Inventory is **Motive**. It's the "why" behind every action.

In the world, leadership often looks like power, control, and recognition. Jesus turned that model upside down:

"Whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave—just as the Son of Man did not come to be served, but to serve."

Matthew 20:26–28

Servant leadership isn't a leadership *style*; it's a spiritual *stance*.

A 2018 *Journal of Business Ethics* study found that leaders who practiced humility and empathy saw a 50% increase in team trust and performance. When people feel seen and valued, they thrive.

Jesus' model was simple...Lead by lowering yourself. Wash feet. Listen first. Empower others.

Reflection Inventory Questions:

- When I lead, do I focus more on being respected or on being useful?
- Do I view leadership as a privilege or as a platform?
- How do I respond when recognition goes to someone else?

Servanthood tests your heart more than your skills. It's the hallmark of every leader God uses.

3. The Measure: Integrity in the Small Things

Integrity isn't proven in public; it's revealed in private.

Proverbs 10:9 says,

"Whoever walks in integrity walks securely, but whoever takes crooked paths will be found out."

Every crisis of leadership, whether corporate or personal, begins long before the headlines. It begins in the quiet compromises.

The *Global Leadership Forecast* (DDI, 2021) found that the number one trait employees value most in senior leaders is integrity. More than vision, communication, or intelligence. Yet it's also the quality most often perceived to be lacking.

In God's economy, your inner life is your greatest credential.

Reflection Inventory Questions:

- Do my private habits reflect my public values?
- How transparent am I with trusted mentors or peers?
- Do I make decisions based on conviction or convenience?

Integrity isn't perfection—it's alignment between belief and behavior. The leader who lives this way doesn't need to chase credibility; it follows them naturally.

4. The Focus: Purpose Over Pressure

Every leader will face competing priorities, shifting expectations, and constant noise.

The next step in the Leadership Inventory asks...

Am I leading with purpose, or just reacting to pressure?

Crisis magnifies what's already inside us.

During the COVID-19 pandemic, *McKinsey & Company* (2021) surveyed 1,200 executives and found that leaders who regularly reflected on purpose were twice as likely to maintain clarity and employee trust under stress.

God's purpose for leadership is always people-focused and Kingdom-centered.

"Many are the plans in a person's heart, but it is the Lord's purpose that prevails." *Proverbs 19:21*

Purpose-driven leaders align their decisions with eternal values, not short-term wins. They don't chase applause; they seek impact.

Reflection Inventory Questions:

- Does my leadership reflect God's calling or the world's expectations?
- What's driving my current goals—faith or fear?
- How do I measure success when no one's watching?

Purpose gives direction when pressure demands reaction. It turns leadership from performance into stewardship.

5. The Discipline: Stewardship and Self-Leadership

Before you can lead others effectively, you must lead yourself faithfully.

The next item on the Leadership Inventory is **Self-Leadership**. It's how you manage your time, energy, emotions, and spiritual disciplines.

A 2022 *Gallup* report found that leader burnout increased by 20% in two years, with faith-based professionals reporting the highest levels of exhaustion and discouragement.

The reason? They were leading from depletion instead of overflow.

Jesus modeled sustainable leadership rhythms...retreat to pray, rest intentionally, delegate responsibility, and maintain focus on His mission.

Self-leadership isn't selfish; it's stewardship.

If your leadership drains your soul, it's not sustainable or scriptural.

Reflection Inventory Questions:

- Am I giving others my best or my leftovers?
- Do I regularly unplug for prayer, rest, and renewal?
- How do I replenish what ministry or business drains from me?

When leaders neglect personal health and spiritual renewal, they lead out of emptiness, which always leaks into the culture they're shaping.

6. The Compass: Wisdom and Counsel

No leader can see every angle clearly.

Proverbs 15:22 says,

"Plans fail for lack of counsel, but with many advisers they succeed."

Wise leaders know that feedback isn't a threat; it's protection.

The Leadership Inventory includes examining **who** you allow to influence your thinking and decision-making.

King David had Nathan. Paul had Barnabas. Even Jesus surrounded Himself with Peter, James, and John.

A *Harvard Business Review* analysis (2022) found that executive leaders who maintained regular mentoring or peer advisory relationships made better ethical and financial decisions and were 39% more resilient under stress.

Reflection Inventory Questions:

- Do I have people who can speak truth to me, even when it's uncomfortable?
- Am I accountable to anyone beyond my organization's structure?
- Do I regularly seek godly counsel before making major decisions?

Leaders who isolate will eventually implode. Those who seek counsel will continue to grow.

7. The Culture: Leading with Grace and Truth

The true test of a leader isn't how they treat their peers. It's how they treat people who can do nothing for them.

When Jesus led His disciples, He balanced grace and truth perfectly. He corrected without condemning and restored without excusing sin.

Modern leadership often fails on this balance. Corporate cultures swing between harsh accountability and unbounded tolerance, rarely reflecting God's redemptive model.

"The Word became flesh and made His dwelling among us... full of grace and truth." *John 1:14*

A 2023 *MIT Sloan Management Review* study showed that employees in "high-grace, high-accountability" environments were 55% more loyal and innovative than those in fear-based cultures.

Grace invites growth. Truth ensures integrity. Together, they form a culture worth following.

Reflection Inventory Questions:

- Do I lead my team with both compassion and clarity?
- Am I quicker to criticize or to coach?
- Does my leadership reflect God's mercy as much as His justice?

Leaders who embody grace and truth cultivate trust that can weather any storm.

8. The Fruit: Legacy and Multiplication

Every leader eventually hands something off, whether it's an organization, a vision, a reputation, or a relationship.

The final question on the Leadership Inventory is...

What legacy am I leaving?

Jesus' entire ministry prepared others to carry on His work. He didn't just gather followers; He developed future leaders.

Paul told Timothy,

"The things you have heard me say... entrust to reliable people who will also be qualified to teach others." 2 *Timothy* 2:2

Leadership that ends with you isn't leadership; it's management.

Leadership that multiplies others creates movement.

Research from the *Center for Creative Leadership* (2020) found that organizations investing in mentoring and leadership development outperform others by 26% in long-term growth.

God's model for leadership is always generational: Abraham to Isaac, Moses to Joshua, Elijah to Elisha, Paul to Timothy. Each passed on not only wisdom but *faithfulness*.

Reflection Inventory Questions:

- Who am I intentionally developing to lead after me?
- Does my leadership reproduce my values or just my methods?
- If I were gone tomorrow, would the mission continue stronger or weaker?

Legacy isn't about being remembered—it's about ensuring God's purpose outlives you.

9. The Review: The Leadership Inventory in Practice

Taking a Leadership Inventory isn't a one-time exercise—it's a lifestyle of reflection.

I often recommend leaders revisit these nine categories quarterly or during times of transition.

A short retreat, a morning journal session, or a coaching conversation can reignite self-awareness and spiritual direction.

Here's a simple rhythm to apply...

1. **Pray for Clarity.** Ask the Holy Spirit to reveal blind spots.
2. **Reflect Honestly.** Use Scripture and questions as mirrors, not microscopes.
3. **Repent.** Course correction is a mark of maturity, not failure.
4. **Rebuild Intentionally.** Replace old patterns with renewed purpose and accountability.

In leadership, self-deception is the greatest enemy. A regular inventory keeps your heart aligned with heaven's priorities.

Conclusion: Leading from the Inside Out

The Leadership Inventory for Leading God's Way isn't performance metrics; it's *soul alignment*.

Every great leader has risen or fallen based on their internal world, not their external success.

David's integrity sustained him when his influence couldn't.

Daniel's faith anchored him when politics turned against him.

Paul's endurance carried him through persecution because his purpose was clear.

If you want to lead God's way, start by asking the hard questions...

- Am I leading from the overflow of my walk with God?
- Are my motives pure?
- Is my integrity intact when no one is looking?
- Am I building people, not just systems?
- Is my leadership legacy eternal?

Take the inventory. Be brutally honest.

Then ask God to fill every gap with His grace and strength.

Because the world doesn't need more leaders; it requires *godly* ones.

"Well done, good and faithful servant... You have been faithful with a few things; I will put you in charge of many." *Matthew 25:23*

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About Don...

He's a Leadership Coach, Speaker, and Founder of **Heart Coach for Life** and the **Men's Leadership God's Way Podcast**.

After overcoming immense personal challenges, including 11 surgeries in 18 months, Don discovered his calling...to help men lead with courage, conviction, and connection.

Through his coaching, workshops, and podcast, Don equips faith-driven men to live with clarity, lead with integrity, and build a legacy that lasts.

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