

# Undifferentiated Leadership and Self Differentiated Leadership Assessment

Participants: Please review *Congregational Leadership in Anxious Times*, Peter Steinke. This assessment assumes some understanding of the book.

<b>Undifferentiated Leadership</b> Instinctive, reactive, defensive, thoughtless behavior	1	2	3	4	5	6	<b>Self Differentiated Leadership</b> Intentional, responsive, responsible, thoughtful behavior.
1. Accommodates, pleases, or acts to take care of other's pain: To maintain relationship, the leader "gives in" and "gives up" self; is anxious about losing the approval of others							1. Takes a stand: The leader works on self-definition based on values; knowing what he believes, the leader takes positions.
2. Focuses outside of self: To stay close to others, the leader pays attention to the actions and feelings of others, not his own. How someone else will react is more important than how he can take a position.							2. Focuses on self: The leader can see how she contributes to a situation; being self-aware, the leader makes changes in her own behavior; has the capacity to step back and see her own interactions with others.
3. Connects emotionally: To sustain a relationship, the leader reacts to anything that might disrupt or threaten it.							3. Stays connected to others: The leader relates to others by listening, exchanging ideas, and working toward goals; greater capacity for cooperation and altruism.
4. Sets vague, nebulous goals: To have a direction depends on the moment. The climate and goals change with events and moods.							4. Sets clear goals: The leader knows where he is headed; not sabotaged by others' reactivity because he lives with a purpose in mind; stays on course.
5. Seeks security: To feel safe, the leader acts cautiously so as not to upset anyone.							5. Seeks challenge: The leader seeks adventure; she knows that tension stretches a person's growth and stimulates the imagination.

Notes: