

## *What Leaders Expect From Followers*

John Maxwell

Intro:

### **Ten Things A Leader Expects From Followers**

1. \_\_\_\_\_ - The ability to work with and see people and situations in a positive way.
2. \_\_\_\_\_ - The willingness to submit, play team ball and follow the leader.
3. \_\_\_\_\_ - The ability to keep growing as the job expands. A hunger for growth and personal development.
4. \_\_\_\_\_ - Always "comes through", no excuses. Job delegated - job done.
5. \_\_\_\_\_ - The willingness to always put the leader and the organization above personal desires.
6. \_\_\_\_\_ - The ability to "bounce back" when problems arise.
7. \_\_\_\_\_ - Trustworthiness. Good solid character. Words and walk are consistent.
8. \_\_\_\_\_ - The ability to see the whole organization and compliment it.
9. \_\_\_\_\_ - The willingness to do what is required regardless of the mood.
10. \_\_\_\_\_ - An attitude of thankfulness that becomes a way of life because it is continually expressed.

### **Positiveness**

Lewis Timberlake says the top two reasons people fail is that they...

1. \_\_\_\_\_
2. \_\_\_\_\_

### **Marks of a Positive Person**

- |          |           |
|----------|-----------|
| 1. _____ | 6. _____  |
| 2. _____ | 7. _____  |
| 3. _____ | 8. _____  |
| 4. _____ | 9. _____  |
| 5. _____ | 10. _____ |

## Servanthood

"The measure of a man is not how many servants he has, but how many men he serves." (D.L. Moody)

A servant is someone who \_\_\_\_\_ and takes \_\_\_\_\_ to meet that need.

### Questions a Servant Asks About the Leader

1. What load are they carrying at this time?
2. How can I lift their load?
3. In what ways can I demonstrate helpfulness to them?
4. Is the leader doing anything that I can do?

Servanthood is not difficult to define; it is only difficult to achieve.

## Growth Potential

No tree is ever full-grown. If a tree is still living it is still growing. When a tree stops growing it is dead.

What I know about relationships:

1. They both must \_\_\_\_\_ .
2. They both must grow \_\_\_\_\_ .

### The Four "C's" of Growing Relationships

- C \_\_\_\_\_ - "Where is the growth needed?"
- C \_\_\_\_\_ - "What areas must be changed to facilitate this growth?"
- C \_\_\_\_\_ - "What price will I pay for this growth?"
- C \_\_\_\_\_ - "Am I able and willing to grow in this area?"

"Organizations tend to lose vitality rather than gain it as time passes. They also tend to give greater attention to what they "were" rather than what they are "becoming." It is easier to look back into the past and smile on yesterday's accomplishments than it is to look ahead into the future and think about tomorrow's possibilities." (C. Swindoll)

## Follow-through

As a leader, my greatest need is to have those around me be able to take an assignment and finish it with excellence. If that does not happen, the load is still upon my shoulders.

Diligence - "The attention and care expected or required of a person."

The diligent person is a...

1. \_\_\_\_\_ - Paul told Timothy, "Now the time has come for me to die. I have fought well, I have finished the race, I have been faithful." (II Timothy 4:6,7)

2. \_\_\_\_\_ - Paul told Timothy to..."Be ready in season and out of season." (II Timothy 4:2)
3. \_\_\_\_\_ - Ezra 7:23 says, "Whatsoever is commanded by the God of heaven, let it be diligently (exactly, NAB) done for the house of the God of heaven: for why should there be wrath against the realm of the king and his sons?" In other words, do it now, do it exactly as instructed and do it until it is finished.'

## Loyalty

### What Loyalty Looks Like

Loyalty means \_\_\_\_\_ .

Loyalty means \_\_\_\_\_ .

Loyalty means \_\_\_\_\_ .

Loyalty means \_\_\_\_\_ .

"Loyalty never usurps authority. It refuses to accept inappropriate love or praise that might properly exalt another. Loyalty is the glue that holds relationships together, makes families functional and armies victorious. Loyalty is the fabric of society. Without loyalty, no enlisted man can dare to hope that his general cares whether he lives or dies. No captain can expect an inconvenient order to be obeyed. Without loyalty, marriage becomes a competitive minefield. Companies become dangerously paranoid." (Mark Rutland, Hanging By A Thread)

### The Difference Between Faithfulness and Loyalty

Faithfulness - \_\_\_\_\_ - When a person has been given a task and then completes it properly, he has been faithful.

Loyalty - \_\_\_\_\_ - When a person honors the leader and gives without self-serving motives, he has been loyal.

## Resiliency

Perseverance is not a long race; it is many short races one after another.

A trait shared by most winners is persistence. To learn persistence, remember these five suggestions:

1. Ask yourself: What's the next step?
2. Then ask: What's in the way of taking that step?
3. Remove, disregard or ignore the obstacle.
4. Take the step.
5. Go to number 1.

## Integrity

Without integrity you do not have trust, and without trust you have nothing. It's the glue that holds relationships together.

Integrity is the human quality most necessary to business success according to 1,300 senior executives who responded to a recent survey. Seventy-one percent put it at the top of a list of 16 traits responsible for enhancing an executive's effectiveness.

### **Big Picture Person**

"We all live under the same sky, but we don't all have the same horizon."  
(Konrad Adenauer)

The Leader's Part In Casting The Vision:

1. \_\_\_\_\_  
"A great teacher never strives to explain his vision. He simply invites you to stand beside him and...see for yourself."
2. \_\_\_\_\_  
We see things not as they are but as we are.
3. \_\_\_\_\_

The Follower's Part In Catching The Vision:

1. \_\_\_\_\_  
"You've got to think 'big things' while you're doing small things, so that all the small things go in the right direction."  
(Alvin Toffler)
2. \_\_\_\_\_  
There are those who think that the ability to see an obstacle is a mark of maturity and insight. Really this is the easiest thing to see. God wants people who see beyond the problems to the possibilities.
3. \_\_\_\_\_

### **Discipline**

Discipline - \_\_\_\_\_

"There's no such thing as a perfect job. In any position you'll find some duties which, if they aren't onerous immediately, eventually will be. Success depends not merely on how well you do the things you enjoy, but how conscientiously you perform those duties you don't. (John Luther)

"Perhaps the most valuable result of all education is the ability to make yourself do the thing you have to do, when it ought to be done, whether you like it or not; it is the first lesson that ought to be learned, and however early a man's training begins, it is probably the last lesson that he learns thoroughly." (Thomas Henry Huxley)

### **Gratitude**

The instant we are born, we already owe someone for nine months of room and board...and we never really pay that debt.

#### **How To Cultivate An Attitude Of Gratitude**

1. \_\_\_\_\_ your indebtedness to God, life and others.
2. \_\_\_\_\_ your appreciation on a daily basis.
3. \_\_\_\_\_ your life without the help of God and others.