

LEADERSHIP LEDGER

| YEAR 1: CHARACTER <i>Who You Are</i> | YEAR 2: CHEMISTRY <i>Ability to Get Along</i> | YEAR 3: COMPETENCY <i>Ability to Execute</i> | YEAR 4: CULTURE <i>How We Live Together</i> |
|--|--|---|--|
| Character is foundational to everything else. It is defined by the set of values and actions that define who we are and who we want to become. | Chemistry is defined by our ability to have healthy interactions with others. It is the intangible quality of being able to “fit” within the existing team. | Competency is defined by our capability and sufficiency in a specific area. It is demonstrated by the ability to effectively and consistently get the job done. | Culture is defined by how our character gets lived out corporately. |
| <p>This includes, but is not limited to, characteristics such as:</p> <ul style="list-style-type: none"> • Self-awareness • Seeks to walk in freedom daily • Trustworthy, can be relied upon • Positive example to others • Disciplined • Teachable • Humble • Servant Leader • Demonstrates healthy conflict resolution skills (Matthew 18) • Does not withhold negative information • Adaptable, open to change • Passion for God and the local church | <p>This includes, but is not limited to, characteristics such as:</p> <ul style="list-style-type: none"> • 360 influence (up, peer, down) • Fights for team unity using wisdom and intuition • Considers personality and communication styles of others • Invites and values the perspective of others • Understands the impact of their words and actions • Seeks win-win arrangements • Encourages and energizes others | <p>This includes, but is not limited to, characteristics such as:</p> <ul style="list-style-type: none"> • Executes and gets things done • Self-motivated and diligent • Constantly thinking about the next step and next opportunity • Prioritizes and knows what is important • Strong work ethic • Hungry and available for more knowledge and responsibility • Curious and innovative; open to new ideas • Tenacious • Persevering • Owns mistakes and offers apologies readily | <p>This includes, but is not limited to, characteristics such as:</p> <ul style="list-style-type: none"> • Living out the Vision of Next Level Church • Living out our Core Values <ul style="list-style-type: none"> ◦ Set Free to Be ◦ Strive to Thrive ◦ Better Together ◦ Serve All, Love All ◦ Live to Give • Living out our Leadership Behavioral Values <ul style="list-style-type: none"> ◦ Love ◦ Trust ◦ Loyalty ◦ Resourcefulness ◦ Teachability ◦ Sacrifice ◦ Fun |
| <p>Evidence growth is needed includes:</p> <ul style="list-style-type: none"> • Pride • Conflict-Avoidant • Gossip • Lack of respect for others and authority • Breaks promises • Always running late for meetings • Defensive when corrected • Unwilling to change | <p>Evidence growth is needed includes:</p> <ul style="list-style-type: none"> • Drains others • More talking than listening • Puts personal agenda above others • Relies on position for influence and authority • Has blind spots that get in the way of influencing and engaging others • Argumentative | <p>Evidence growth is needed includes:</p> <ul style="list-style-type: none"> • Underperforming • Does not accomplish tasks and goals • Needs to be checked on and managed • Gets stuck in ruts and the way it has always been done • Unprepared for meetings • Problem vs solution oriented | <p>Evidence growth is needed includes:</p> <ul style="list-style-type: none"> • Lack of spiritual disciplines • Isolated, trying to do it alone • Self-Importance • Stingy, poverty mindset • Constant grumbling or complaining • Unforgiving, bitter |

LEADERSHIP LEDGER

| | | | |
|--|--|--|--|
| | <ul style="list-style-type: none"> Shuts down in conflict | <ul style="list-style-type: none"> Defers blame, finger-pointing, excuses | |
|--|--|--|--|

SEU@NLC is committed to placing students on a trajectory toward living out and fulfilling their God-given potential and calling.

Considering the student's age and phase of life, evaluate their trajectory in each of the "4 C's" using the scale below. Multiply each number, beginning with the evaluation for Character, for the total.

0-2: Lagging – Are they behind where you believe they should be?
3-4: Stalled Out – Are they stuck?
5-6: On Target – Are they where you expect them to be?
7-8: Ahead – Are they ahead of where you believe they should be?
9-10: Accelerated – Are they exceeding your expectations?

| Name | Character | Culture | Chemistry | Competency | Total |
|------|-----------|---------|-----------|------------|-------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |