

# Developing Lay Leaders Participant Guide

The purpose of this module is:

**To better understand why certain people perform to leaders' hopes and to help pastors match laity and ministry roles.**

Objectives:

- **Identify the five people quotients**
- **Understand how each quotient contributes to the success of ministries**
- **Evaluate the local church jobs in terms of the five people quotients.**

## Introduction

### 1. IQ - \_\_\_\_\_

This refers to the basic concept for which it is known. Sometimes, those of us in the spiritual world, underestimate or downplay the role of intelligence. Certainly, this may be the least important of the five quotients, but as a leader you need to have a feel for the intellectual abilities of your people.

Try not to confuse intelligence with formal DEGREES. There are many "smart" people without college diplomas. Intelligence refers to one's ability to conceptualize and THINK. This quotient helps determine the speed a person can pick up a goal or objective and handle complex situations.

People with lower IQs will often not be able to handle situations or projects which demand a lot.

People with higher IQs are more apt to be potential leaders. They are able to:

- Process a lot of information
- See the big picture
- Coordinate an endeavor

IQs tend to change \_\_\_\_\_. Try not to give overly simplistic tasks to people with high IQs, nor tasks which are too \_\_\_\_\_ for those with lower IQs. Love them all the same, but utilize them appropriately.

### 2.AQ - \_\_\_\_\_

AQ is nearly always more important than IQ, especially in the realm of the church.

Look for people who have been through some challenging circumstances and yet have a positive \_\_\_\_\_. There are plenty of talented, intelligent people who are cynics, skeptics, and will do very little to help you with your congregation's mission.

Attitudes are often more reflective of \_\_\_\_\_. People with high self-esteem have positive outlooks. People with low self-esteem usually struggle with seeing what is good and hopeful. A negative person (low AQ) can undermine the best of causes if allowed a significant role. You do not want staff or church leaders with low AQ, even if they possess vast church experience, talents, and skills.

The goal is to try to find high AQ people for positions which will \_\_\_\_\_ enthusiasm and momentum in others. Low AQ people are limited in what they can ultimately produce as so much of ministry is a matter of faith, hope, and love: all attitudinal elements.

3. SQ - \_\_\_\_\_

Spiritual maturity and vibrancy are obviously important in the church.

A common temptation for pastors looking for talented, willing people is to make judgments on outer \_\_\_\_\_ and turn people loose in church ministry. The bottom line is that unless a person has a certain level of spirituality, that person cannot perform effectively for long in a spiritual role.

Make sure you get to know a person for a while. Watch how they perform in various less influential ministry roles. Those who have high SQs will tend to respond like servants and blossom. The low SQs tend to want their names in the bulletins and are likely to fail if the task requires a heart for God.

There are various ministry roles available for those with low SQ. One does not have to be a Christian to pass out a bulletin, but someone certainly ought to be a person of prayer, Bible study, and preferably a tither to be on the church board.

A very important ministry for effective leaders is \_\_\_\_\_ those with leadership gifts who are spiritually deficient. Personally disciple these people in the faith and work with them. These people will serve as a vital leader pool as they mature and become churchmen and churchwomen.

4. RQ - \_\_\_\_\_

Resource quotient is a bit of a catch-all in that there are all sorts of resources. Usually, resources fall into three categories:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

High RQ people are nice to have on your team, but their resources tend to only be available as their AQ and SQ \_\_\_\_\_. We all know people with really high RQs who do little for the church and practically nothing for God.

We need to be constantly aware of those with \_\_\_\_\_ resources and plug them in. Keep in mind, the most talented and earnest people are not good team players if they are never available. In essence, they have a low RQ, at least in this aspect.

Senior citizens, homemakers, and successful business people are often high RQ people regarding time. We also need to be aware of those with "treasure" resources.

If you have a church full of people with good hearts and great attitudes but who have few finances, this will greatly affect the outcome of your leadership objectives.

5. MQ - \_\_\_\_\_

There is one more quotient not represented by the others. I have seen people with high IQs who did not add much to leadership. I have seen those with high AQs who you enjoyed being around and who were positive, but never followed through on a task. I know of several who are high SQs, who love God and know scriptures, but are not influential in the church. I also can think of quite a few with high RQs who do not bring strength.

A crucial quotient is MQ, the motivation quotient. This quotient consists of a combination of:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_ for a church or organization

High MQ people are those who want to jump in and get involved. They want to \_\_\_\_\_, to see things happen, to do something. They are people of \_\_\_\_\_. We all dream of high MQ people. Jesus' disciples were this way, especially Peter. Like Jesus, from time to time, we have to pull back on the reins if people get run over or fail to see the big picture.

People with a high MQ \_\_\_\_\_ as they mature spiritually and as your leading provides excitement, vision, and meaning. All of this results in momentum. When momentum is \_\_\_\_\_, regardless of how high the other quotients are, your leadership team will go nowhere.

MQ is not necessarily the most important quotient, but it is vital to getting things done. The best intentioned people in the world will never impact it for Christ unless they are moved and willing to commit and see a cause or project to completion.

There is no secret formula for these quotients. Leaders think in terms of what people do and do not bring to the leadership process. We make leadership mistakes when we place high quotient people in certain roles when their abilities may not warrant it. We make wrong assumptions and end up either being disappointed in them and/or they become disillusioned.

Everyone has strengths and weaknesses. We want to play off our strengths while working on our weaknesses. You may even want to go down the roster of your staff/members/attenders to identify their greatest quotients. Later in this session, you will begin identifying the most important quotients for various jobs in your church. With this information, you can then consider who might best function in the positions within your church. Effective leaders are those who are best able to \_\_\_\_\_ the strength of the group by best utilizing the quotients of the individuals.

**A note of caution.** You've probably heard of the self-fulfilling prophecy. It says, in essence, people will become what we, as leaders, see them becoming. If we think they can't, then they won't; if we think they can, then they will. Remember, your attitude and actions toward a person may influence them greatly. Focus on what is there, not what is lacking, but always know how the lacking part will influence.

As leaders, we are effective when we direct people into jobs for which they are best qualified. We are also effective when we "grow" people into the jobs they are capable of doing.

**BE CAREFUL!** Make decisions in a spirit of love and discernment with a lot of prayer.

## **Small Group Activity**

1. Why do we tend to overlook these different quotients when recruiting people for ministry?
2. What are some ways of detecting these various quotients when recruiting people for ministry?
3. Can you think of any challenges, in recent or current ministry, which emerged due to the improper placement of people? You may want to keep these confidential.
4. Think of some people in your church who could be perceived according to these quotients.

## **Action Planning/Reporting**

The homework assignment for this module is:

Identify which two quotients are most important for various jobs within your church. Use this information to recruit people to fill any current positions and refer back to the information as positions open.