

Emotionally Intelligent Leadership

Most challenges in church and organizational leadership involve navigating difficult relationships with other people. Leaders therefore need a high degree of relational skill. Technical competence alone is not sufficient for effective ministry leadership. Emotional intelligence enables leaders to understand themselves, understand others, and communicate well. We will draw on biblical examples to examine the importance of emotional skills to good leadership, and consider how we can develop them so as to become healthier and more effective leaders.

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1. What is “Emotional Intelligence”?

- a. “The capacity to be aware of, control, and express one’s emotions, and to handle relationships judiciously and empathetically”
- b. 67% of the attributes needed for superior performance in leadership
- c. x2 the importance of IQ or technical expertise
- d. Biblically – Emotional Intelligence is love in action – “love your neighbour as yourself”

2. What Does Emotional Intelligence Involve?

- a. Understanding yourself – how you relate/react/impact others
- b. Understanding others – how they relate/react/impact others
- c. Leads to effective communication, persuasion, trust, mutual understanding, loyalty, action
- d. Aim is to win others over

3. Aspects of Emotional Intelligence

- a. Personality types/characteristic ways of relating
 - i. Thinking – rational
 - ii. Feeling – emotional
 - iii. Doing – activist

- b. Introvert/extrovert
- c. Men/Women
- d. Addressing issues the **right way** at the **right time**
 - i. Anticipation
 - ii. Reading signs
 - iii. Reading situations
 - iv. Respond appropriately
- e. Right moment – Right Language – Right Tone

4. Tools Illustrating Emotional Intelligence

- a. The 5 Love Languages – Gary Chapman
- b. 5 Voices: How to Communicate Effectively with Everyone You Lead – Kubicek & Cochram
- c. The Emotionally Healthy Leader – Peter Scazzero

5. Emotional Intelligence in the Bible

- a. God’s perfect “Emotional intelligence”
- b. Jesus’ perfect “Emotional Intelligence” in his ministry
- c. Paul’s imperfect “Emotional Intelligence” in his ministry
- d. “Emotional intelligence” as qualification for church leadership – 1 Timothy 3
- e. Models of church leadership
 - i. parenting/fatherhood
 - ii. shepherding
 - iii. stewardship/servanthood

6. Examples of Emotional Intelligence in Leadership

- a. 1 Timothy 5v1-2
- b. Romans 1v8-13 & 15v14-33
- c. 2 Corinthians 1v12-2v4 & 7v2-16
- d. Galatians 1v6-9 – 3v12-16
- e. 1 Thessalonians 1v1-3v5

7. The Consequences of a Lack of Emotional Intelligence

- a. Genesis 37v2-11
- b. 1 Samuel 25
- c. 1 Kings 12v1-19
- d. 1 Corinthians 11v17-24

8. Cultivating Emotional Intelligence

- a. Personal spiritual maturity
- b. 360-degree reflection/analysis of yourself
- c. Listening to others
- d. Learning from experience
- e. Review and consider what might have been done differently
- f. Prepare carefully

Suggested Readings:

Peter Scazzero, *The Emotionally Healthy Leader*

Aubrey Malphurs, *Developing Emotionally Healthy Leaders*

Daniel Goleman, *Emotional Intelligence: Why it Can Matter More Than IQ*

Jeremie Kubicek and Steve Cockram, *5 Voices: How to Communicate Effectively With Everyone You Lead*