

## Do You Trust Your Leader's Character and Competence?

By Sheila Jones

A HIGH TRUST CULTURE in which staff trust their leaders continues to be a hallmark of those best Christian places to work.

"Trustworthiness is based on character, what you are as a person, and competence, what you can do. If you have faith in my character but not in my competence, you still wouldn't trust me. Many good, honest people gradually lose their professional trustworthiness because they allow themselves to become "obsolete." Without character and competence, we won't be considered trustworthy. Trust – or the lack of it – is at the root of success or failure in relationships, and in the bottom-line results of business, industry, education and government."

## The "Quest" of the Curious

By Chris Ihrig

*"The important thing is not to stop questioning. Curiosity has its own reason for existing. One cannot help but be in awe when he contemplates the mysteries of eternity, of life, of the marvelous structure of reality. It is enough if one tries merely to comprehend a little of this mystery everyday. Never lose a holy curiosity."* – Albert Einstein

GOD INSTILLED GREAT PROMISE in the art of asking a question. Knowing how and when to ask a well-designed question can help guide, inspire and propel one to a greater understanding

(Stephen Covey, *Principle-Centered Leadership*).

Personal integrity, spiritual maturity, compassion and fairness score high on the character side of leadership, but leaders also need to be competent to lead their organizations with professionalism, and have the ability to inspire and to delegate.

The best Christian workplaces have leaders who are developing themselves and who take up the challenge posed by Dr. Peter Drucker, writer and seminal thinker: "Knowledge has to be improved, challenged and increased constantly, or it vanishes." They know that "leadership and learning are indispensable" (John F. Kennedy) and are encouraged by their trustees, their fellow leaders and their staff to walk the road of continuous improvement.

Some leaders regularly take time out for spiritual retreat and refreshment; some also take time to do further study, to read and to write, or to attend

of self, while leading to a deeper level of engagement with the world. The curious artist builds relationships as a parent, friend, mentor, coach and leader by asking powerful questions that open the doors God has prepared.

Through the masterful art of asking meaningful questions, the curious:

**Seek to Find** The curious are compelled to seek God in all things and won't settle for less.

**Think to Understand** The curious allow the best in thinking to rise to the top, both for those asking the question and those being asked.

**Search for Value** The curious recognize and honor the value in all of God's creation.

**Give up Control** The curious give consent to those around them for a mutually refreshing dialogue.

conferences that will enable them to learn from others in their field. The CMA conference is a great example of leaders coming together to learn and develop themselves and one another.

As Christian leaders, our mandate is even stronger as we seek to glorify God by doing everything as if directly for him (1 Corinthians 10:31). Seeking to build a high trust culture means the stakes are high for leaders to develop their character through their relationship with God and their competence through ongoing personal development. For "if you stop learning today, you stop leading tomorrow" (Howard Hendricks).

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### Demonstrate Compelling Interest

The curious go deeper to hear the voice of God in the words of another.

### Walk a Path of Quality Listening

The curious allow the right questions to lead down a path of relevance and importance.

**Empower Others** The curious recognize and invest in the power of a focused mind.

Questions from the curious can break down barriers, infuse motivation and influence change. They reveal a self-assured personality with an active mind attached to a caring heart.

What will it take to find your holy curiosity today?

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