
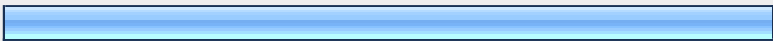


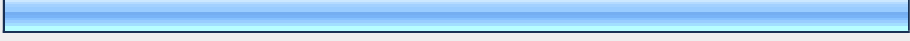


"Lead From The Center" Leadership Survey



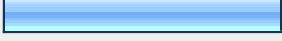
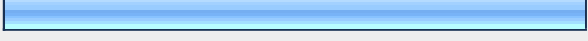
1. The research in which you are about to participate is designed to measure the degree a leader guides others based on his identity in Christ. This research is being conducted by Bill Barenkamp for purposes of project research/dissertation. In this research, you will answer the following 55 questions based on how you perceive your leadership. Any information you provide will be held strictly confidential, and at no time will your name be reported, or your name identified with your responses. Participation in this study is totally voluntary and your are free to withdraw from the study at any time. By your completion of this survey, and checking the appropriate box below, you are giving informed consent for the use of your responses in this research.

		Response Percent	Response Count
I agree to participate		100.0%	105
I do not agree to participate		0.0%	0
		<i>answered question</i>	105
		<i>skipped question</i>	7


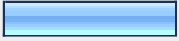
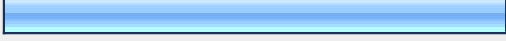
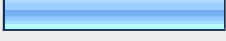
2. Please enter the appropriate information

		Response Percent	Response Count
Name: (optional)		84.8%	95
Your Position:		100.0%	112
Organization:		100.0%	112
Region:		100.0%	112
		<i>answered question</i>	112
		<i>skipped question</i>	0

3. I lead others from my spiritual identity in Christ

		Response Percent	Response Count
Not at All		0.0%	0
Once in a While		0.9%	1
Sometimes		4.5%	5
Fairly Often		30.4%	34
Frequently if not Always		64.3%	72
		<i>answered question</i>	112
		<i>skipped question</i>	0

4. I feel comfortable giving power away to others

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		1.8%	2
Sometimes		18.8%	21
Fairly often		55.4%	62
Frequently if not always		24.1%	27
		<i>answered question</i>	112
		<i>skipped question</i>	0

5. I teach others to do most jobs better and faster than I can

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		9.8%	11
Sometimes		42.0%	47
Fairly often		34.8%	39
Frequently if not always		12.5%	14
		answered question	112
		skipped question	0

6. I present every task in light of the vision of the organization

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		1.8%	2
Sometimes		15.2%	17
Fairly often		45.5%	51
Frequently if not always		36.6%	41
		answered question	112
		skipped question	0




7. I challenge the faulty thinking of others

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		6.3%	7
Sometimes		27.7%	31
Fairly often		51.8%	58
Frequently if not always		13.4%	15
		<i>answered question</i>	112
		<i>skipped question</i>	0



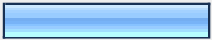


8. I talk optimistically about the future

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.0%	0
Sometimes		4.5%	5
Fairly often		41.1%	46
Frequently if not always		54.5%	61
		<i>answered question</i>	112
		<i>skipped question</i>	0

9. I lead others from my abiding position in Christ

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.0%	0
Sometimes		5.4%	6
Fairly often		41.1%	46
Frequently if not always		53.6%	60
		<i>answered question</i>	112
		<i>skipped question</i>	0

10. I desire to help others in exchange for their cooperation

		Response Percent	Response Count
Not at all		18.8%	21
Once in a while		17.9%	20
Sometimes		22.3%	25
Fairly often		25.9%	29
Frequently if not always		15.2%	17
		<i>answered question</i>	112
		<i>skipped question</i>	0

11. I utilize standards and expectation to direct others

		Response Percent	Response Count
Not at all		1.8%	2
Once in a while		4.5%	5
Sometimes		14.3%	16
Fairly often		53.6%	60
Frequently if not always		25.9%	29
		<i>answered question</i>	112
		<i>skipped question</i>	0

12. I seek out difference of opinion before offering solutions

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		4.5%	5
Sometimes		29.5%	33
Fairly often		51.8%	58
Frequently if not always		13.4%	15
		<i>answered question</i>	112
		<i>skipped question</i>	0




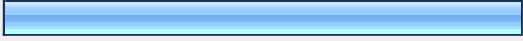
13. I coach individuals to develop the group as a whole

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		4.5%	5
Sometimes		15.2%	17
Fairly often		49.1%	55
Frequently if not always		30.4%	34
		<i>answered question</i>	112
		<i>skipped question</i>	0




14. My thoughts, words and actions are the same when leading others

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.9%	1
Sometimes		8.0%	9
Fairly often		44.6%	50
Frequently if not always		46.4%	52
		<i>answered question</i>	112
		<i>skipped question</i>	0




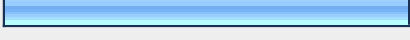
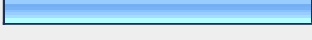
15. I will sacrifice self-interest for the overall vision

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		0.0%	0
Sometimes		5.4%	6
Fairly often		36.6%	41
Frequently if not always		57.1%	64
		<i>answered question</i>	112
		<i>skipped question</i>	0

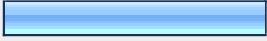
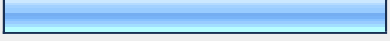
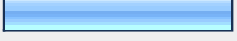


16. I exercise faith in the power of God when leading others

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.0%	0
Sometimes		5.4%	6
Fairly often		26.8%	30
Frequently if not always		67.9%	76
		<i>answered question</i>	112
		<i>skipped question</i>	0

17. I delegate tasks to others and expect them to report progress

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		2.7%	3
Sometimes		17.9%	20
Fairly often		44.6%	50
Frequently if not always		33.9%	38
		answered question	112
		skipped question	0

18. I feel uncomfortable delegating tasks to others


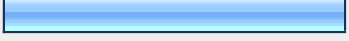
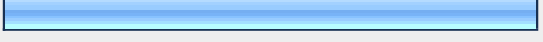
		Response Percent	Response Count
Not at all		28.6%	32
Once in a while		42.0%	47
Sometimes		25.0%	28
Fairly often		1.8%	2
Frequently if not always		2.7%	3
		answered question	112
		skipped question	0



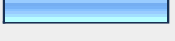
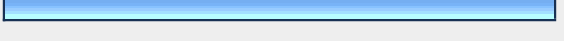
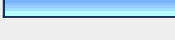
19. I articulate a compelling vision of the future

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		1.8%	2
Sometimes		25.0%	28
Fairly often		47.3%	53
Frequently if not always		25.9%	29
		answered question	112
		skipped question	0

20. I remain positive about all tasks and expectations

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.0%	0
Sometimes		14.3%	16
Fairly often		47.3%	53
Frequently if not always		38.4%	43
		answered question	112
		skipped question	0

21. I express confidence that goals can be accomplished			Response Percent	Response Count
Not at all			0.0%	0
Once in a while			0.0%	0
Sometimes			3.6%	4
Fairly often			37.5%	42
Frequently if not always			58.9%	66
		answered question		112
		skipped question		0

22. I make sure others' roles are crystal clear			Response Percent	Response Count
Not at all			0.9%	1
Once in a while			1.8%	2
Sometimes			17.9%	20
Fairly often			60.7%	68
Frequently if not always			18.8%	21
		answered question		112
		skipped question		0


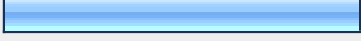
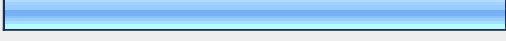
23. I am specific in assigning tasks for the day

		Response Percent	Response Count
Not at all		1.8%	2
Once in a while		11.6%	13
Sometimes		32.1%	36
Fairly often		34.8%	39
Frequently if not always		19.6%	22
		answered question	112
		skipped question	0


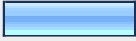
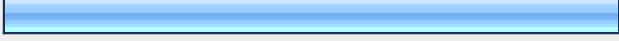
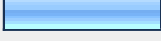
24. I take initiative in correcting failures and complaints



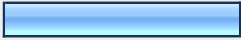


		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		2.7%	3
Sometimes		12.5%	14
Fairly often		45.5%	51
Frequently if not always		38.4%	43
		answered question	112
		skipped question	0


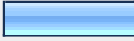
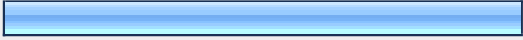
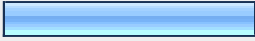
25. I perceive leading others through my identity in Christ

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.0%	0
Sometimes		5.4%	6
Fairly often		39.3%	44
Frequently if not always		55.4%	62
		<i>answered question</i>	112
		<i>skipped question</i>	0

26. Under stress, Christ controls the way I come across to others

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.9%	1
Sometimes		14.3%	16
Fairly often		67.9%	76
Frequently if not always		17.0%	19
		<i>answered question</i>	112
		<i>skipped question</i>	0

27. I use my position and title to get things done				
			Response Percent	Response Count
Not at all			15.2%	17
Once in a while			41.1%	46
Sometimes			25.9%	29
Fairly often			11.6%	13
Frequently if not always			6.3%	7
			answered question	112
			skipped question	0

28. I follow-up to make sure tasks are completed as expected				
			Response Percent	Response Count
Not at all			0.0%	0
Once in a while			0.9%	1
Sometimes			14.3%	16
Fairly often			57.1%	64
Frequently if not always			27.7%	31
			answered question	112
			skipped question	0




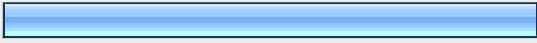
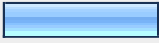
29. I express, talk about and help others understand the big picture

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.9%	1
Sometimes		13.1%	14
Fairly often		48.6%	52
Frequently if not always		37.4%	40
		answered question	107
		skipped question	5



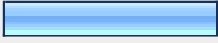
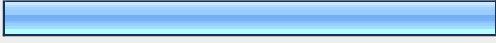
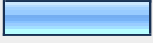
30. I turn negative perceptions into positive

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		3.7%	4
Sometimes		19.6%	21
Fairly often		55.1%	59
Frequently if not always		21.5%	23
		answered question	107
		skipped question	5

31. I inspire others to do more than is expected

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		1.9%	2
Sometimes		21.5%	23
Fairly often		58.9%	63
Frequently if not always		16.8%	18
		answered question	107
		skipped question	5

32. I help others resolve interpersonal conflicts

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		5.6%	6
Sometimes		23.4%	25
Fairly often		54.2%	58
Frequently if not always		15.9%	17
		answered question	107
		skipped question	5

33. I make clear how performance is rewarded

		Response Percent	Response Count
Not at all		2.8%	3
Once in a while		8.4%	9
Sometimes		43.9%	47
Fairly often		34.6%	37
Frequently if not always		10.3%	11
		answered question	107
		skipped question	5

34. I concentrate on mistakes in order to maintain policy standards

		Response Percent	Response Count
Not at all		24.3%	26
Once in a while		39.3%	42
Sometimes		26.2%	28
Fairly often		7.5%	8
Frequently if not always		2.8%	3
		answered question	107
		skipped question	5

35. I remain positive even when faced with obstacles and setbacks

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		1.9%	2
Sometimes		11.2%	12
Fairly often		57.9%	62
Frequently if not always		29.0%	31
		answered question	107
		skipped question	5

36. I use rules and regulations to get compliance

		Response Percent	Response Count
Not at all		15.0%	16
Once in a while		43.0%	46
Sometimes		22.4%	24
Fairly often		17.8%	19
Frequently if not always		1.9%	2
		answered question	107
		skipped question	5

37. I hold others accountable because I am accountable to God




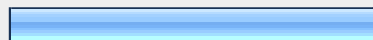
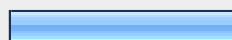
		Response Percent	Response Count
Not at all		3.7%	4
Once in a while		3.7%	4
Sometimes		16.8%	18
Fairly often		43.9%	47
Frequently if not always		31.8%	34
		<i>answered question</i>	107
		<i>skipped question</i>	5




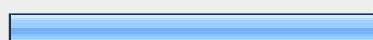
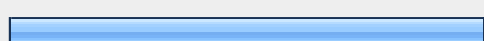
38. I help others see the future state of the organization

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		2.8%	3
Sometimes		15.0%	16
Fairly often		45.8%	49
Frequently if not always		36.4%	39
		<i>answered question</i>	107
		<i>skipped question</i>	5

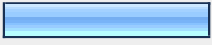
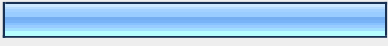
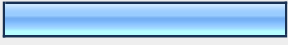

39. I express a sense of power and competence in Christ			Response Percent	Response Count
Not at all	<input type="checkbox"/>		0.9%	1
Once in a while	<input type="checkbox"/>		0.9%	1
Sometimes	<input type="checkbox"/>		14.0%	15
Fairly often	<input type="checkbox"/>		42.1%	45
Frequently if not always	<input type="checkbox"/>		42.1%	45
			<i>answered question</i>	107
			<i>skipped question</i>	5

40. I encourage internal motivation and initiative in Christ			Response Percent	Response Count
Not at all	<input type="checkbox"/>		0.0%	0
Once in a while	<input type="checkbox"/>		3.7%	4
Sometimes	<input type="checkbox"/>		5.6%	6
Fairly often	<input type="checkbox"/>		53.3%	57
Frequently if not always	<input type="checkbox"/>		37.4%	40
			<i>answered question</i>	107
			<i>skipped question</i>	5



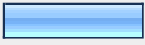
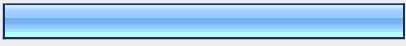
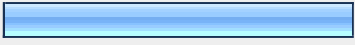
41. I am skilled at goal-setting			Response Percent	Response Count
Not at all			0.9%	1
Once in a while			4.7%	5
Sometimes			29.9%	32
Fairly often			40.2%	43
Frequently if not always			24.3%	26
			answered question	107
			skipped question	5

42. I express praise when others meet expectations			Response Percent	Response Count
Not at all			0.9%	1
Once in a while			1.9%	2
Sometimes			4.7%	5
Fairly often			40.2%	43
Frequently if not always			52.3%	56
			answered question	107
			skipped question	5

43. I am not effective enforcing policy standards

		Response Percent	Response Count
Not at all		22.4%	24
Once in a while		42.1%	45
Sometimes		30.8%	33
Fairly often		4.7%	5
Frequently if not always		0.0%	0
		answered question	107
		skipped question	5

44. I expect compliance with organizational authority and policy

		Response Percent	Response Count
Not at all		1.9%	2
Once in a while		0.9%	1
Sometimes		15.0%	16
Fairly often		43.9%	47
Frequently if not always		38.3%	41
		answered question	107
		skipped question	5

45. My identity in Christ allows me to be flexible in leading others

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		0.9%	1
Sometimes		4.7%	5
Fairly often		48.6%	52
Frequently if not always		44.9%	48
		<i>answered question</i>	107
		<i>skipped question</i>	5

46. I provide frequent positive feedback and encouragement

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		1.9%	2
Sometimes		13.1%	14
Fairly often		50.5%	54
Frequently if not always		34.6%	37
		<i>answered question</i>	107
		<i>skipped question</i>	5

47. I communicate my most important priorities and beliefs

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		0.9%	1
Sometimes		5.6%	6
Fairly often		47.7%	51
Frequently if not always		44.9%	48
		answered question	107
		skipped question	5

48. I rely on excellent relationships to get work done

		Response Percent	Response Count
Not at all		1.9%	2
Once in a while		2.8%	3
Sometimes		8.4%	9
Fairly often		47.7%	51
Frequently if not always		39.3%	42
		answered question	107
		skipped question	5



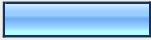


49. I emphasize unity of mission and action

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		1.9%	2
Sometimes		11.2%	12
Fairly often		40.2%	43
Frequently if not always		46.7%	50
		<i>answered question</i>	107
		<i>skipped question</i>	5


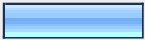


50. I talk enthusiastically about what needs to be done

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		0.0%	0
Sometimes		9.3%	10
Fairly often		35.5%	38
Frequently if not always		54.2%	58
		<i>answered question</i>	107
		<i>skipped question</i>	5

51. I accept others as they are to encourage higher performance

		Response Percent	Response Count
Not at all		0.9%	1
Once in a while		2.8%	3
Sometimes		15.9%	17
Fairly often		49.5%	53
Frequently if not always		30.8%	33
		answered question	107
		skipped question	5

52. I give others the opportunity to lead

		Response Percent	Response Count
Not at all		0.0%	0
Once in a while		0.9%	1
Sometimes		15.0%	16
Fairly often		55.1%	59
Frequently if not always		29.0%	31
		answered question	107
		skipped question	5

53. I emphasize the importance of having a unifying purpose			Response Percent	Response Count
Not at all			0.9%	1
Once in a while			0.0%	0
Sometimes			9.3%	10
Fairly often			40.2%	43
Frequently if not always			49.5%	53
			answered question	107
			skipped question	5

54. I avoid involvement and making decisions			Response Percent	Response Count
Not at all			50.5%	54
Once in a while			32.7%	35
Sometimes			11.2%	12
Fairly often			4.7%	5
Frequently if not always			0.9%	1
			answered question	107
			skipped question	5

55. Congratulations, you are finished, you did a great job, thank you. List any concluding thoughts about leadership you think are most important:		Response Count
		31
		answered question
		31
		skipped question
		81