THE LEADERSHIP PATTERN

CORE TALENTS

• Lead like the Savior
• Act under the Direction of the Spirit
• Align with the Brethren

OPERATIONAL TALENTS

• Define Direction
• Counsel Together
• Build Capability
• Organize the Work
• Accomplish the Work
• Render an Account
### CORE TALENTS

#### LEAD LIKE THE SAVIOR
- Shows respect to all people.
- Ministers with love and kindness to others.
- Shows personal courage and stands up for what is right.
- Balances giving admonition and nurturing.
- Is trustworthy and shows integrity of heart.
- Strives for increased levels of spiritual strength.

#### ACT UNDER THE DIRECTION OF THE SPIRIT
- Spiritually prepares themselves for work.
- Seeks to know the will of the Lord for their work.
- Applies doctrine to their work.
- Makes inspired decisions.
- Acts upon the knowledge they have, even if the overall view isn’t fully understood.

#### ALIGN WITH THE BRETHREN
- Understands the purposes of the Brethren as it relates to the work.
- Considers what the world can offer, but grows the Church after the Lord’s pattern.
- Presents the truth and best thinking to their leaders.
- Works to build the Church, not just their professional discipline.
- Considers what is best for the global Church.

### OPERATIONAL TALENTS

#### DEFINE DIRECTION
- Anticipates the needs of those they serve.
- Envisions what the future looks like and can articulate it.
- Articulates clearly how to achieve the defined vision.
- Knows that what they are doing is right for the Church.
- Is willing to change direction when needed.

#### ORGANIZE THE WORK
- Uses data to plan the work more effectively.
- Identifies their most important work.
- Creates meaningful plans.
- Enables work through proper structure, processes, and tools.
- Clearly defines accountabilities and how performance is measured.

#### ACCOMPLISH THE WORK
- Leads meaningful change.
- Matches people’s strengths to the work that needs to be done.
- Takes the initiative to act and enables others to act for themselves.
- Quickly identifies solutions to challenges.
- Uses wisdom in spending the widow’s mite.
- Gets results.

#### RENDER AN ACCOUNT
- Renders an account for performance regularly.
- Helps others continuously progress.
- Represents the truth clearly and accurately.
- Holds self and others accountable.
- Expresses appreciation for accomplishments.

#### COUNSEL TOGETHER
- Invites input from and sincerely listens to others.
- Focuses on asking the right questions.
- Speaks up and shares their perspective.
- Is receptive and humble when receiving counsel.
- Puts the interests of the council above personal interests.
- Involves others across the organization in their work.

#### BUILD CAPABILITY
- Leads others to become better than they knew they could become.
- Helps self and others improve upon and gain new talents.
- Stretches self and others to achieve greater results.
- Helps self and others learn from their experiences.
- Improves self and others by openly seeking and sharing the truth.