What is it?
The Leadership Pattern is a framework of 9 talents and 48 accompanying behaviors that helps the Church workforce know how to do the Lord’s work in the Lord’s way. Created at the request of the First Presidency, the pattern was developed through interviews with General Authorities, focus groups, and industry best practices. It brings together the best of doctrine, principles, and application—guiding us to a higher level of behavior and performance and helping each of us to become more Christlike.

Why do we have it?
Following patterns helps us achieve desired results. In speaking of the Leadership Pattern, Elder D. Todd Christofferson said: “[The Leadership Pattern is] a very good way of defining what kind of people we want to be. … [It provides] direction that keeps us aligned with the Lord, keeps us moving in the pathway of developing His character in us and accomplishing His purposes in all aspects of our life.”¹

By deliberately and consistently applying the Leadership Pattern to your business accountabilities and goals, you will be able to increase inspiration, lift burdens, and strengthen relationships in order to help move the work forward—in other words, you will be able to lead more like the Savior.

Who is it for?
Leadership is an activity, not a role or position. We all have opportunities to lead by positively influencing the Lord’s work and those around us. Therefore, the Leadership Pattern applies to all members of the Church workforce regardless of their current role or position.
How should I use it?

Similar to how small amounts of leaven are added to make a whole loaf of bread rise (see Matthew 13:33), the power of the Leadership Pattern can be more fully realized when you deliberately and consistently apply any one of its nine talents or accompanying behaviors to your personal development or in achieving business accountabilities and goals. As you strive to grow both personally and professionally, this leaven—these seemingly small talents and behaviors—will help you to make an even greater contribution to the work of the Lord.

Following are some examples of situations when the Leadership Pattern could be applied, much like leaven, to enhance the work you have to accomplish:

- If your workgroup struggles to meet performance objectives because of undefined or unclear strategies, you could more clearly define direction for your work by focusing on the talent of counseling together.

- If you question your ability to make sound decisions, you could look to the talent of acting under the direction of the Spirit to spiritually prepare to know the will of the Lord and increase your confidence in making inspired decisions.

- If you are hesitant to provide candid feedback to those you work with, you could focus on the balance between giving nurture and giving admonition, according to the talent of leading like the Savior.

How do I start?

To begin using the Leadership Pattern, ask yourself the following three questions:

- What lack I yet? Identify a personal or workplace need or gap that, once filled, could help you to lead more like the Savior. Or identify a strength that you can leverage to a greater degree.

- What must I do? Identify which talent and accompanying behaviors from the Leadership Pattern you can apply to help improve that need or leverage that strength. Make purposeful plans to fill the need or close the gap.

- Therefore, what? After you carry out your plans, take time to reflect on your experiences. Seek deeper understanding from the lessons you learned, and consider how to apply them in the future. Share what you’ve learned with others so that they can benefit from your experience.

As you continually seek answers to these questions, you will be guided to ask additional, deeper questions and engage in more profound personal reflection, growth, and change. For more information, see the Leadership Pattern website at leadershippattern.ldschurch.org.

Note: The Leadership Pattern is specifically designed to assist members of the Church workforce with their unique needs and opportunities. You may share with others individual principles, talents, or behaviors from the pattern, but please do not distribute the Leadership Pattern in its entirety outside of the workforce setting.