



Group/Team Time

Before You Meet

Complete the Wholehearted Leader Assessment on your own first. In the group, share only what you're ready to share, keep what's shared confidential, and listen more than you fix. The goal is noticing patterns, not scoring well.

Open Together

Which of the four tests are you facing right now?

Which assessment question was hardest to answer honestly, not rightly, and why?

The Four Tests

1. The Personal Test (Acts 2 • Assessment Questions 1–3)

What it reveals: Whether you lead from hiddenness or from accountability.

1. Peter was tested at the very weakness he had just failed. Where might God be giving you a second run at an old weakness?
2. What makes it hard to name a struggle before it becomes a crisis? What would make this group a safer place to do that?

2. The External Test (Acts 4 • Assessment Questions 4–6)

What it reveals: Whether convictions were settled before the storm, or are being shaped by it.

3. Drama, diminishing, or despair: which is your default under pressure? Would the people closest to you agree?
4. Think of someone who opposes or criticizes you. What would loving them, without people-pleasing, look like this week?

3. The Culture Test (Acts 5 • Assessment Questions 7–9)

What it reveals: The gap between what's on the wall and what's really going on down the hall.

5. Where are we, as a team, saying one thing and doing another? What small compromise have we learned to work around?
6. When have you seen a small compromise left alone grow bigger? What would addressing it early have cost, and saved?

4. The Growth Test (Acts 6 • Assessment Questions 10–12)

What it reveals: Whether you're building your indispensability, or building other leaders.

7. What complaint or problem in our ministry right now might be an invitation to raise up someone new?
8. What are you holding onto that someone else could do, and grow by doing? What makes it hard to let go?

Close Together

Across generations: Ask someone at a different stage of leadership, "Which of these tests was hardest for you at my stage?" **Pray in pairs:** "Jesus, be strong where I am weak. Help me take up the towel."

Action Step: List a step I'll take this week. Who I'll tell. When will I tell them by?



Assessment Addendum

The Towel Has a Shadow Side

A high towel score usually signals healthy servant leadership, but not always. Some leaders score high because they over-function: they can't say no, never delegate, and serve their way into burnout. Jesus washed feet knowing exactly who He was and what authority He held (John 13:3). The apostles in Acts 6 said no to serving tables. A towel posture includes healthy boundaries and the confident use of God-given authority.

Again, a towel posture doesn't mean having no boundaries, no authority, or no voice. Jesus served from security in who He was, not from a need to be needed. Serving that leaves no room to rest, say no, or raise up others can be its own form of people-pleasing.

Title Isn't Always Pride

In many cultures, using and honouring titles is an expression of respect, not status-seeking. Leaders from those backgrounds may hear "title = worldly" as a criticism of their culture. The issue the assessment is after is leading from the title, not having one or honouring one. Again, Having a title isn't the problem, and honouring the titles of others is often a beautiful form of respect. The question is what your leadership rests on: the position, or the person Jesus is forming in you.

If Someone Discloses Something Serious

- Listen calmly, thank them for their honesty, and don't promise complete confidentiality. Confidentiality has limits when someone may be harmed or harm themselves.
- If anyone is in immediate danger, contact emergency services.
- If a disclosure involves abuse of a child or vulnerable adult, follow your denomination's safeguarding policy and your local legal reporting requirements. Know these before the workshop.
- If someone speaks of suicide or self-harm, stay with them and connect them to help. In Canada they can call or text 988.
- Have names of trusted Christian counsellors and pastoral care contacts ready to share.
- Afterward, debrief with the workshop leaders rather than carrying it alone.