

**FLAWS THAT ARE FATAL FOR LEADERS**

**Dr. Mike Wells**

**I. THEY DO NOT UNDERSTAND LEADERSHIP**

**The Differences Between Management and Leadership**

**INFLUENCING:** Managers influence people within their responsibilities.

Leaders influence people beyond their responsibilities.

**THINKING:** Managers usually think short term.

Leaders usually think long term.

**CREATING:** Managers most often are administrators of change.

Leaders most often are agents of change.

**COPING:** Managers deal well with simplicity, concreteness, and certainty.

Leaders deal well with complexity, options, and uncertainty.

**PRIORITIZING:** Managers do things right = efficiency.

Leaders do right things = effectiveness.

**MOTIVATING:** Managers motivate others by regulations & procedures.

Leaders motivate others by renewal & vision casting.

**INITIATING:** Managers “size up the moment” when signs of opportunity arise.

(Reflective)

Leaders “seize the moment” when signs of opportunity arise.

(Aggressive)

**II. STOP GROWING**

*PEOPLE THAT GROW . . .*

A. Willing to do new things.

B. Teachable spirit.

C. Develop relationship with growing people.

D. Never satisfied with present accomplishment.

**III. AREAS A LEADER MUST CONTINUALLY DEVELOP**

A. Attitude - without this, you will hurt yourself

B.Relationships - without this, others will hurt you.

C.Persistence - without this, problems will defeat you

D.Priorities - without this, the insignificant will hamper you

E.Credibility - without this, no one will follow you

**IV. LACK OF DISCIPLINE**

**V. UNWILLINGNESS TO CHANGE**

A. If you always stay on the beaten path, you will never find new things.

B. Great leaders are not restricted by the way things have always been done. Their leadership is a continuing search for the best way, not the familiar way.

**VI. A PROFILE OF A LEADER IN TROUBLE**

A. Has poor understanding of people G. Flies into rages

B. Lacks imagination H. Won’t take a risk

C. Has personal problems I. Insecure and defensive

D. Feels secure and satisfied J. Stays inflexible

E. Is not organized K. Has no team spirit

F. Passes the buck L. Fights change

**VII. INSENSITIVITY TO OTHERS, 2 Kings 12:1-10**

*A sensitive leader will . . .*

1. Speak kindly

2. Place the good of people first

3. Have a servant’s heart

**VIII. UNABLE TO MEET GOALS CONSISTENTLY**

**IX. LOW SELF IMAGE**

A. When success surpasses self image = STRESS

B. The result? Self-destruction

**X. INABILITY TO THINK STRATEGICALLY**

*Thought process of a …*

A. Follower - “How will this affect me?”

B. Manager - “How will this affect my department?”

C. Leader - “How will this affect my people and organization?”

**XI. BETRAYAL OF TRUST**

A. Trust is the emotional glue that binds leaders and followers together.

B. Leadership only functions on the basis of trust; people will not follow a leader they do not trust.

C. How leaders betray trust:

1. Broken promises

2.Manipulation of people

3. Gossip

4. Role playing

5. I win/people lose

**X. INABILITY TO DEVELOP PEOPLE**

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