

You At Your Best

What's the greatest contribution you can make to God's mission? How can you leverage your impact in this life?

This tool is designed to help you get a clearer picture of how God has wired and shaped you. The goal of doing this self-analysis is neither an inflated sense of self nor false humility. Instead, a healthy self-awareness of strengths can focus you to make your maximum contribution.

My coach suggests a simple but profound tool to help. Surprisingly, the tool involves tic-tac-toe. Here's how it works:

Step 1 – Draw a tic-tac-toe grid on a blank piece of paper.


Step 2 – Fill each of the nine empty boxes with a word or phrase that describes you at your best as it relates to serving, working and doing. Don't worry about the order of what words go in which box. These nine words or phrases should describe your best contribution through what you already know (not what you desire or hope) about your passion, skills, abilities, gifts, experiences, and optimal environment. If you need help, ask a trusted friend or two.

*Now, take a step back. What do you see? **You should see a fairly descriptive picture of you at your best, for your maximum impact,*** your greatest contribution, and your most effective service.

The combination of these nine words is unique to you at this stage of your life. Ten years ago some of the words would have been very different and you can anticipate that ten years from now the list will be different too.

To apply this simple tool, you can compare each of your nine boxes against your current setting for service. To do this, use a plus, dash and minus sign. Mark a plus next to the items that you get to do often. Next, mark a dash next to items that you are able to do sometimes. Finally, mark an x next to items that you are hardly or not able to do at all.

Is there anything you can do that will allow you to spend more time working from these nine words? Can some activities be stopped or delegated? Can you better prioritize and guard some of these words?



About Steve: Steve is husband to Lea and dad to three teens - Luke, Ainslea and Lauren. Based near Vancouver, BC, Steve develops Jesus-centered leaders as President of Arrow Leadership, an organization focused on developing Jesus-centered leaders. He's the author of "Leading Me - Eight Key Practices for a Christian Leader's Most Important Assignment", "Great Questions for Leading Well" and www.sharpeningleaders.com.

He loves communicating, coaching, and creating resources for leaders. Steve also teaches at Tyndale Seminary's Doctor of Ministry Program.



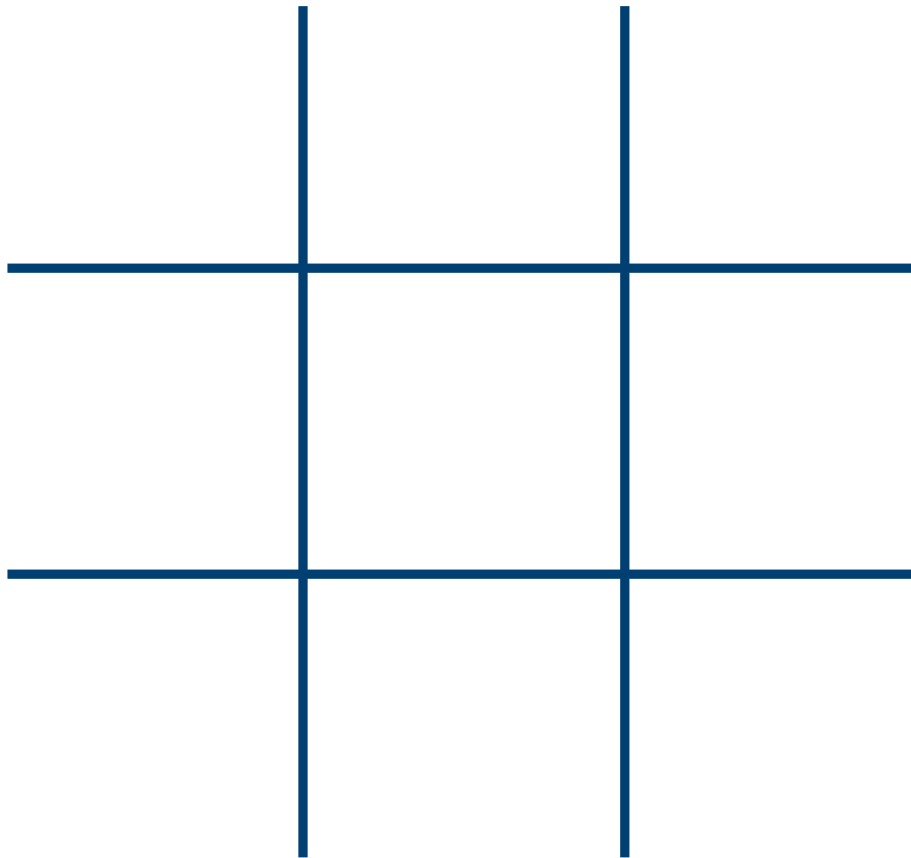
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How could your supervisor help you leverage more of you at your best?

This same tic-tac-toe tool can be very helpful filter when you are discerning a new work opportunity. Is there good congruency between this new role and you at your best? Similarly, you can use this tool when you are adding a new team member. Does the candidate demonstrate “green” for each of the role’s nine boxes?

What step can you take to be closer to serving at your best today? How could you help someone else serve more at their best?



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