True Reflection

Leaders: Do not keep record of wrongs.
(Even more poignantly with different grammar:
Leaders do not keep record of wrongs.)

When we keep record of wrongs, we:

- undermine the authority (and example) of Christ's leadership and assume it for ourselves
- oppose the capability of God, the Father, to bring about change in others
- quench the Spirit and the discernment He gives to the next leaders
- forget that we also have a record of wrongs that have been expunged

One of the most disappointing continuity binders I've ever received during a leadership hand-off was one that contained lists of names of people to avoid inviting into leadership, and warnings about specific ways in which previous leadership was wronged.

Those kinds of "records" are lacking in love, honor, leadership, and maturity.

In this final installment of record-keeping for leaders, I invite you to reflect on WHO you are:

I have a set of two reflection questions I love to ask people at the culmination of something (a class, workshop, leadership season, year, retreat, etc.)

On the surface, the questions seem simple, but they challenge stereotypical answers and find them shallow. They also reframe that particular period of time, going from "a season about me" to "a season about He."

These two questions are so weighty that they alone might comprise the entire agenda of a final class, study or team meeting.

The first is: At the beginning, why did you THINK you were here?

The follow up: And now, why did God ACTUALLY have you here?

Leaders who have spiritually matured (or have a "growth mindset" to use secular vernacular) will recognize that they thought they were coming to LEAD, when in fact, they were there to LEARN. The best leaders are learners first.

A useful way of presenting what you've learned to others is using a Plus/Delta format. As in: Here is what I would do again ("Plus", or positives) and here is what I would do differently ("Delta", the Greek letter symbolizing change).

This is incredibly valuable insight to hand-off to the next leader in times of transition.
(See the attached tool "Plus/Delta for PWOC", as a sample format for an event or year-end AAR.)

Plus / Delta

After-Action Review

For: _____ (event / position)

On: _____ (date / year)

By: _____ (name / team)

PLUS What would you do the same?	DELTA What would you do differently?