

Be What You Want to See

Read together: Philippians 4:8-9; 1 Timothy 4:12

The habits leaders practice repeatedly teach a team what matters and shape the culture others learn to carry.

Begin with the example you are setting

Every leader has a picture of the team they hope to lead. We want people who show up prepared, speak kindly, take initiative, and care about one another. We can describe those qualities clearly. The harder question is how consistently people experience them in us.

Paul tells the Philippians to practice what they have learned, received, heard, and seen in him. His example belongs alongside his instruction. Leadership carries that same responsibility for us. People learn from what we repeat, especially when a situation becomes inconvenient.

Before you ask the team to change a habit, look at your own pattern. Are you prepared for the meeting? Do you follow through? How do you speak about another ministry when its decision makes your work harder? Those ordinary moments teach.

Make the value visible

A value becomes easier to understand when somebody can see it in action. If we value prayer, people should experience us praying. If we value honor, they should hear us speak respectfully and give sincere credit. If we value care, they should see us make time for people.

That does not mean a leader becomes the finished example of every virtue. We all have room to grow. Owning a mistake and changing our behavior can also be a meaningful example. It shows people that the standards we teach apply to us too.

Choose one value your team needs to experience more clearly. What would it look like during an ordinary week? Give it a concrete behavior. “Care” might become a thoughtful check-in. “Preparation” might become sending the plan early enough for volunteers to use it. Make the value something people can recognize.

Practice it where nobody applauds

Our repetition creates our reputation. A single strong moment can encourage people, but trust is built through patterns. The way we live between meetings will eventually speak into the way people receive us during meetings.

The same applies beyond our ministry role. Scripture calls us to be examples in speech, conduct, love, faith, and purity. Leadership is part of a whole life. Ask where there is a gap between the culture

you describe and the habits you are practicing.

Invite someone you trust to help you see that gap. Listen without building a defense. Then take a specific step. The purpose is growth that other people can safely follow, rather than an image you have to keep protecting.

Lead this week

Name one behavior you have been asking of your team. Practice it deliberately for the next seven days, and ask a trusted person to tell you what they notice. We have an opportunity to make our leadership clearer through the way we live. Begin with the example closest to your control: your own.

Talk it through

Which value is easiest to talk about and hardest to model? What repeated action would make it visible?

One next step

Practice one team expectation yourself and invite honest feedback on your example.