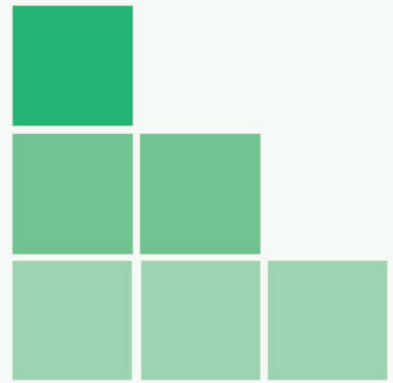


WORSHIP
LEADERSHIP
role indicator



A Tool To Discover
How You Lead
Your Worship Ministry
with the
**Six Crucial
Worship Leadership
Roles**

Worship Leadership Role Indicator

Why a Worship Leadership Role Indicator?

Leading a worship and music ministry within a church requires various leadership roles. Often worship leaders get frustrated as they try to fulfill each leadership role by themselves. You are not wired and gifted to lead each area of the worship ministry equally well. What makes you really great at one leadership role within the ministry may hinder your leadership in another area.

How Does the Worship Leadership Role Indicator Work?

Read each statement and respond as honestly as possible, writing one of the following numbers that comes closest to your most genuine response:

- 0. Rarely
- 2. Occasionally
- 4. Often
- 6. Always

Trust the first response that comes to mind. After you have completed the test, move on to the scoring section.

Examples:

Ex. 1. 2 I am more task-oriented than people-oriented.

(A "2" would indicate that, more often than not, you would prefer to be working with people than doing tasks.)

Ex. 2. 4 I'm extremely bothered when team members don't respond to scheduling requests.

(A "4" would indicate that, while it does bother you, it doesn't drive you absolutely bonkers.)

Worship Leadership Role Indicator Test

Respond to these statements with

- 0. *Rarely*
- 2. *Occasionally*
- 4. *Often*
- 6. *Always*

1. _____ I look for ways to get ministry work done more efficiently.
2. _____ After leading worship, I have people tell me that I really helped them to experience God in worship.
3. _____ I love arranging songs for worship.
4. _____ I love connecting songs in a set, musically or thematically.
5. _____ I intentionally look for ways to shape the team culture towards a preferred future.
6. _____ I love taking the first 20 minutes of rehearsal to catch up and hear how my worship team is doing.
7. _____ I have no problem freely expressing my worship in front of a group of people.
8. _____ I get really frustrated if another musician or leader messes up (or worse, just ignores) a segue or service element I have planned.
9. _____ I enjoy the challenge of leading the band rehearsal.
10. _____ I could think of nothing better than having a worship team retreat that was focused on relationship building.
11. _____ I am very conscientious about the qualification process a potential team member goes through.
12. _____ I can see the upside of any tough situation and know that I can lead people through it.
13. _____ If I left worship ministry, it would be to go lead and build something else.
14. _____ Encouraging my team members comes really naturally to me.

15. _____ If the flow of worship gets interrupted because of a poorly planned transition, I take that to heart and will determine not to make that mistake again.
16. _____ During a worship set, I just know when to repeat a chorus or change the feel of a song to allow for people to respond or engage more deeply.
17. _____ I enjoy developing policy and processes that support the values of my ministry.
18. _____ I know what each song needs dynamically and musically, and how to get my band to make that happen.
19. _____ During the week, I get lost in thoughts about what I will say or how I will lead a song at an upcoming worship service.
20. _____ When team members are behaving in a way that is counter to our values and expectations, I work to change the system or process that encourages or allows that behavior.
21. _____ I enjoy letting someone else take upfront leadership while I lead the band.
22. _____ Given the opportunity, I would spend most of my time encouraging, mentoring and/or discipling my team members.
23. _____ I enjoy looking through song lists to find the exact song to fit a particular moment of the service.
24. _____ I help people get excitement about new things.
25. _____ If I began work as a worship leader in a new church that had no written team member expectations or values, creating those would be one of my top priorities in my first year.
26. _____ I am able to read a congregation and determine what I need to do to lead and engage them.
27. _____ I know what each musician needs to do as I work with the band on a song.
28. _____ If I'm not the one who planned the worship set, I don't really want to lead it.
29. _____ Team members open up to me about their problems or struggles.
30. _____ I could spend several hours working on the broad strokes of a five-year plan for the worship ministry.

Scoring

_____ **Administrative Leader:** Add up the scores of statements:

1___ 11___ 17___ 20___ 25___

_____ **Congregational Leader:** Add up the scores of statements:

2___ 7___ 16___ 19___ 26___

_____ **Musical Director:** Add up the scores of statements:

3___ 9___ 18___ 21___ 27___

_____ **Service Planner/Worship Designer:** Add up the scores of statements:

4___ 8___ 15___ 23___ 28___

_____ **Team Shepherd:** Add up the scores of statements:

6___ 10___ 14___ 22___ 29___

_____ **Visionary Leader:** Add up the scores of statements:

5___ 12___ 13___ 24___ 30___

What your score means:

0-6 = This leadership role is a weak area for you. Do not spend a lot of time trying to improve this area. You may improve a little, but your efforts would be better invested in finding other leaders and team members to help you in this area.

8-14 = This is probably not a natural leadership role for you. You can get the job done, but it definitely isn't in your wheelhouse, and you probably don't enjoy it as much as you do the other leadership roles. Look for ways to delegate this to other leaders, if possible.

16-22 = This is a fairly strong area for you. You have some natural gifting, talent and personality traits that makes you fairly successful in this area. Because of that, it would be easy to maintain control over this area of leadership. But there's a good chance that someone else in your ministry could be as good or better at this if he or she had the training and experience.

24 - 30 = This role is in your wheelhouse. Your gifting, talents, personality and passions align most closely in this leadership role. If possible, you should try to focus at least 60% - 80% of your time in these area(s) and raise other leaders to complement you in other areas.

Leadership Roles Defined

Administrative Leader:

The leader overseeing the systems and processes that make the worship ministry run effectively.

Congregational Leader:

The upfront person leading the songs, engaging the congregation and modeling worship—the lead “lead worshiper”.

(Most often thought of as “the worship leader”, however, but that role is often used for leader of the entire worship ministry. For sake of clarity, *congregational leader* is used to describe this role.)

Musical Director:

The person who leads the band and sometimes the BGVs. They know the flow of the set, they know the segues, they know the dynamics of the song and they know how to direct the band to play those dynamics and make those segues.

Their main goal is to make it easy for the worship leader, or in this case, the congregational leader to lead worship.

Service Planner (or Worship Designer):

This is the person who plans the service or set lists. A person gifted in this role has the ability to create a flow and feel to the service.

Team Shepherd:

The leader who cares for and nurtures your team members.

Visionary Leader:

This is the leader who is taking the team into the future. They are leading the charge towards improvement and new initiatives.

Notes of Caution:

1. If all your scores are similar.

Typically, one or two leadership roles score really high and one or two score really low. The others will be somewhere in the middle.

If you ended up having similar scores for each role, you probably need to have someone who knows you well take this assessment *as if they were you*.

We often have blind spots and can't answer these questions as honestly and unbiased as we think we can.

2. Your strongest role is also going to be the "lid" to the long-term growth of your worship ministry.

Why is that?

Since you're gifted and, likely, enjoy your top role so much, the temptation will be to continue doing this area all by yourself. Even though this is your strongest area of leadership, you need to work to raise up other leaders to share leadership AND, eventually, turn over the reins to them.

Reflection/Response

Take a moment to write some reflections or responses to your score for each one. Note events in your life and ministry that reinforce that score (whether high or low). Also, who are the people in your ministry that you could see serving in these leadership roles?

Administrative Leader _____

Congregational Leader _____

Musical Director _____

Service Planner/Worship Designer _____

Team Shepherd _____

Visionary Leader _____