

**Biblical Leadership: Helping Workers Grow in Christ and Job Responsibilities**

In the realm of Biblical leadership, one of the paramount responsibilities is to nurture the spiritual and professional growth of those under one's care. Christian leaders are called to be shepherds, guiding their team members toward a deeper relationship with Christ while also empowering them to excel in their job responsibilities. To achieve this, leaders can employ the "GROW" model, which provides a structured approach to goal-setting and personal development.

**Start with a Goal:** Proverbs 29:18 reminds us, "Where there is no vision, the people perish." Establishing clear goals is essential for personal and professional growth. Leaders should encourage workers to set meaningful and achievable goals that align with their spiritual and job aspirations. For instance, a worker might set a goal to develop a deeper prayer life or to improve their project management skills. By defining these goals, individuals can focus their efforts and track their progress.

**Have Them Write Down Their Goal:** Habakkuk 2:2 advises, "Write the vision; make it plain on tablets, so he may run who reads it." Writing down goals serves as a tangible reminder of one's aspirations and commitments. Leaders should encourage workers to document their goals in a journal or planner. This practice not only reinforces accountability but also provides a reference point for regular review and reflection. By writing down their goals, individuals are more likely to stay motivated and committed to their growth journey.

**Define Their Current Reality:** Lamentations 3:40 says, "Let us examine our ways and test them, and let us return to the Lord." Understanding one's current reality is crucial for effective goal-setting. Leaders should guide workers in assessing their current strengths, weaknesses, opportunities, and challenges. This self-awareness allows individuals to identify areas for improvement and to recognize the resources and support they need. By acknowledging their starting point, workers can develop a realistic and actionable plan for growth.

**Explore Their Options of Achieving Their Goals:** Proverbs 15:22 notes, "Plans fail for lack of counsel, but with many advisers they succeed." Exploring different options and strategies is a vital step in the GROW model. Leaders should engage in open and collaborative discussions with workers, brainstorming potential pathways to achieve their goals. This may involve seeking additional training, mentorship, or resources. By considering various possibilities and seeking wise counsel, individuals can identify the most effective and feasible approaches to reach their objectives.

**Establish the Mission of Reaching Their Goal with the Help of You as Their Leader:** Ecclesiastes 4:9-10 states, "Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up." Leaders play a crucial role in supporting and guiding workers throughout their growth journey. By establishing a mission that includes the leader's active involvement, individuals are more likely to stay on track and overcome obstacles. Leaders should provide regular feedback, encouragement, and accountability, helping workers stay focused and motivated.

**In conclusion,** Christian leaders have a profound responsibility to foster the growth of their workers in both their spiritual and professional lives. By utilizing the GROW model, leaders can create a structured and supportive environment that empowers individuals to set and achieve meaningful goals. Through clear goal-setting, self-assessment, exploration of options, and collaborative mission establishment, leaders can help workers thrive in their faith and their job responsibilities. This holistic approach to leadership not only strengthens individuals but also builds a vibrant and God-honoring community.

**Leadership warning:**In today's culture, most individuals resist the "GROW" model. Since our present society is anti-authority, you might find this task daunting. Individuals you serve as leaders need to be willing to grow as you and your church/corporation grow. Respectfully work with resistive workers to become authentic team members.

-Dr. Stephen Phinney