

ESSENTIAL LEADERSHIP HABITS WITH WILLIAM VANDERBLOEMEN

5-MINUTE CALCULUS

- William studied over 30,000 interviews to identify the habits that make a great leader.
- Some of these are obvious and can be felt within the first 5 minutes of meeting someone while others are more subtle.
- You don't want to miss the signs because they are so humble and fly under the radar.
- The Holy Spirit moves in patterns – look for the patterns of how people behave. The people He uses the most follow some of the same habitual patterns.

"It's not about having the big plan, it's about being ready for the opportunity."
- William Vanderbloemen

COLLECTING THE DATA

- "What can we learn from what we've done so far?"
- Be an opportunist. When an opportunity is there, take it.
 - Utilized the COVID-19 Pandemic as an opportunity to look at data and recognize patterns between the best candidates that had been interviewed.

"One of the greatest qualities that a leader possesses is how fast and intentional they respond to someone's inquiry." - William Vanderbloemen

HABIT OF FAST AND INTENTIONAL RESPONSES

- The unicorns are almost obsessed with getting back to people as quickly and as intentionally as they can.
 - Most humans are not intentional about responding and we're late.
- If you respond to people quickly and intentionally, you will stand out in the crowd.
- Here are some interesting stats on response time to return rate:
 - After 24 hours: less than 1% return rate
 - Less than 20 minutes: 60% return rate
 - Less than 60 seconds: 98% return rate



- The more intentional your response, the further you'll go.

"If you will respond, you will stand out of the crowd." - *William Vanderbloemen*

HABIT OF SELF-AWARENESS

- Self-awareness is essential for us as leaders and an essential habit to look for when hiring.
- In the Bible, Paul is a great example that the longer we walk with Jesus, the longer we develop our skills and realize how much work we have to do.
- It is crucial that we start dealing with our own "stuff" so we can help others with theirs.
- If you get the habit of self-awareness right, the other 11 habits will fall into place.
- Whether interviewing someone or being interviewed, look for or practice this:
 - Start by sharing what you're learning about yourself instead of what they're doing.

"Until you deal with your own stuff, you'll never be able to help anybody with theirs." - *William Vanderbloemen*

HABIT OF PROBLEM-SOLVING

- People are either on the problem side of an equation or the solution- most people live on the problem side.
- Redeemed people think of solutions because something shifts when they realize the tomb is empty.

"People who love solutions, love an empty tomb." - *William Vanderbloemen*

DISCUSSION QUESTIONS

See the last two pages for Discussion Questions that will help you and your team get the most out of this episode!

EPISODE RESOURCE

- ["Be the Unicorn" book](#)
- [Monthly Mentoring with Pastor Chris](#)
- [Develop Kingdom Builder / Legacy Teams](#)
- [Previous Episodes + Show Notes](#)
- [Free Church Resources](#)
- [Compassion International](#)
- [The StudioC](#)
- [The Wesleyan Investment Foundation](#)



DISCUSSION QUESTIONS:

Keep growing to reach your full potential by asking yourself and your team these questions:

5-MINUTE CALCULUS

- 1. How can recognizing patterns in someone's behavior, especially in the early stages, contribute to better leadership assessments?

- 2. In what ways do you think the Holy Spirit's influence can be observed through habitual patterns in individuals?

HABIT OF FAST AND INTENTIONAL RESPONSES

- 1. How intentional are you in responding to inquiries or messages, and how do you think this impacts your leadership image?

- 2. Based on the provided statistics on response time and return rates, how can you improve your responsiveness to enhance your leadership effectiveness?

- 3. In what ways can you incorporate the habit of fast and intentional responses into your daily leadership interactions?





HABIT OF SELF-AWARENESS

- 1. How do you prioritize self-awareness in your leadership journey? What practices do you have in place or can you start for personal growth and reflection?

- 2. In your team or organization, how can you encourage a culture of self-awareness where individuals are comfortable sharing what they're learning about themselves?

HABIT OF PROBLEM-SOLVING

- 3. Reflect on a recent challenge or problem you faced. Did you approach it from the problem or solution side of the equation? How did it impact the outcome?

- 4. How do you currently encourage a problem-solving mindset within your team or organization? What changes could enhance this aspect of your leadership?
