

## Leadership Well-Being Self-Test

This self-assessment will help you gauge your emotional health, ability to set healthy boundaries, work-rest rhythm, conflict management skills, awareness of past influences, ability to process pain and grief, and recognize unhealthy coping mechanisms. Answer each question honestly using the following scale:

**5 = Strongly Agree**

**4 = Agree**

**3 = Neutral**

**2 = Disagree**

**1 = Strongly Disagree**

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### Section 1: Emotional Health & Self-Awareness

1. I am aware of my emotions and how they impact my decisions and interactions.
2. I can express my emotions in a healthy way rather than suppressing or exploding.
3. I take time to reflect on my feelings and understand their root causes.
4. I do not let stress or anxiety control my behavior.
5. I practice self-compassion and avoid harsh self-criticism.
6. I recognize when I am feeling overwhelmed and take steps to address it.

### Section 2: Family Origin & Dealing with the Past

7. I recognize how my family background has shaped the way I lead and relate to others.
8. I have identified unhealthy patterns from my past that may still influence my behavior.
9. I do not avoid painful family experiences but work to process and heal from them.
10. I understand the emotional habits I inherited and actively work to change unhealthy ones.
11. I am able to distinguish between my authentic self and the roles I was expected to play in my family.
12. I have sought guidance, counseling, or mentorship to help me navigate unresolved family issues.

### Section 3: Handling Pain & Grief

13. I acknowledge and allow myself to feel grief and pain rather than suppressing them.
14. I have healthy outlets for processing grief, such as prayer, journaling, counseling, or talking with trusted people.
15. I understand that grief is a process and give myself grace to heal at my own pace.
16. I do not rush past painful experiences but allow them to shape my growth and perspective.
17. When I experience loss or disappointment, I bring my emotions to God rather than shutting down.
18. I do not isolate myself when going through pain but seek support from others.
19. I recognize that healing from pain and grief is not a sign of weakness but of wisdom.

#### **Section 4: Recognizing False Solutions & Unhealthy Coping Mechanisms**

- 20. When I feel emotionally overwhelmed, I often distract myself with excessive work, entertainment, or social media.
- 21. I sometimes use food, alcohol, shopping, or other indulgences to numb stress, sadness, or grief.
- 22. I avoid difficult emotions by keeping myself constantly busy or overcommitted.
- 23. When I feel guilty or ashamed, I try to "fix it" by working harder instead of addressing the root issue.
- 24. I tend to overconsume media (TV, social media, gaming, etc.) as a way to escape emotional discomfort.
- 25. I struggle with asking for help when I am emotionally drained.
- 26. When I feel lonely or rejected, I seek validation through external approval rather than addressing my inner pain.
- 27. I often push through exhaustion instead of recognizing when I need rest or emotional processing.
- 28. I am aware of when I am engaging in unhealthy coping mechanisms and take steps to redirect myself.

#### **Section 5: Setting Healthy Boundaries**

- 29. I can say "no" without feeling guilty or fearing disappointment.
- 30. I do not allow work or leadership responsibilities to consume my personal life.
- 31. I set clear expectations with others about my time, availability, and limits.
- 32. I protect time for my personal well-being, family, and spiritual growth.
- 33. I do not feel responsible for solving everyone's problems.
- 34. I recognize when I am overcommitted and adjust accordingly.

#### **Section 6: Work-Rest Rhythm & Avoiding Burnout**

- 35. I take regular breaks throughout the day to maintain focus and energy.
- 36. I intentionally set aside time to rest and rejuvenate and practice self-care.
- 37. I do not feel guilty when I take time off or delegate tasks.
- 38. I regularly keep the Sabbath.
- 39. I engage in activities that bring me joy and renewal outside of work and ministry.
- 40. I recognize the signs of burnout and take action before it escalates.

#### **Section 7: Handling Conflict Effectively**

- 41. I address conflict directly rather than avoiding it.
- 42. I listen actively and seek to understand the other person's perspective.
- 43. I can express disagreement without becoming defensive or aggressive.
- 44. I am able to separate my emotions from the issue at hand when resolving conflicts.
- 45. I aim for solutions that are fair and beneficial for all parties involved.
- 46. I do not let unresolved tension fester in relationships.

## Scoring & Interpretation with Child Development Comparisons

### **180 - 225: Emotionally Mature Adult Leader (Equivalent to Healthy Adulthood Development)**

- You have strong self-awareness, set clear boundaries, maintain a balanced work-rest rhythm, handle conflict well, have addressed past influences, process grief and pain in a healthy way, and recognize unhealthy coping mechanisms.
- **Parallels with Child Development:** You have reached emotional and spiritual maturity, akin to a well-adjusted adult who can regulate emotions, form healthy relationships, and maintain resilience in adversity.

### **140 - 179: Developing Emotional Health (Equivalent to Late Adolescence / Young Adulthood Development)**

- You have some healthy habits but may need to focus on specific areas for improvement.
- **Parallels with Child Development:** Like a young adult learning independence, you are developing emotional intelligence, but there may be areas where emotional reactions, boundaries, or conflict resolution still need growth.

### **100 - 139: At Risk of Burnout or Emotional Strain (Equivalent to Early Adolescence Development)**

- You may struggle with boundaries, emotional awareness, conflict resolution, or unresolved past and grief-related issues. You may also use unhealthy coping mechanisms to numb pain. It's important to reflect on where you need growth.
- **Parallels with Child Development:** This is similar to an early adolescent who is still learning self-identity, emotional regulation, and decision-making but may act impulsively or struggle with authority and emotional control.


### **Below 100: Urgent Attention Needed (Equivalent to Childhood Development Stages)**

- You may be struggling with emotional health, balance, leadership effectiveness, or past wounds impacting your present. False solutions may be interfering with real healing. Consider seeking mentorship, counseling, or personal development strategies.
- **Parallels with Child Development:** Like a child who lacks emotional regulation and relies on external sources for security, you may be reacting emotionally rather than responding with wisdom. There may be deep-seated wounds or unresolved issues from childhood that still influence your leadership and personal growth.

If your score suggests an **adolescent or childhood level of emotional processing**, it does **not** mean failure but an **invitation for growth**. The healthiest leaders have done deep internal work to reach emotional maturity, and recognizing areas of struggle is the first step.

# Recommended Books & Courses for Growth

## 1. Relational Wisdom & Peacemaking

 **Book:** *The Peacemaker: A Biblical Guide to Resolving Personal Conflict* – Ken Sande


- **Overview:** A practical guide to biblical conflict resolution, teaching how to approach disputes with grace and wisdom.
- **Best for:** Leaders who want to improve conflict resolution skills and cultivate relational harmony.

### Companion Courses:

- **Relational Wisdom 360 (RW360)** – Teaches **self-awareness, self-regulation, and empathy** in relationships.
- **Relational Peacemaking Course** – Focuses specifically on biblical reconciliation, practical conflict resolution, and restoring broken relationships.


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## 2. Boundaries & Healthy Relationships

 **Book:** *Boundaries: When to Say Yes, How to Say No to Take Control of Your Life* – Dr. Henry Cloud & Dr. John Townsend

- **Overview:** Explores how to set healthy boundaries in relationships without guilt or fear.
- **Best for:** Those who struggle with **overcommitment, people-pleasing, or unhealthy relationships.**


### Companion Course: [Boundaries Online Course](#)

 **Additional Book:** *Changes That Heal: Four Practical Steps to a Happier, Healthier You* – Dr. Henry Cloud

- **Overview:** Addresses healing past wounds, establishing a **healthy self-identity**, and emotional maturity.
- **Best for:** Anyone working through **past trauma, emotional development, or personal growth.**

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## 3. Emotional & Spiritual Health


 **Book:** *Emotionally Healthy Spirituality: It's Impossible to Be Spiritually Mature, While Remaining Emotionally Immature* – Peter Scazzero

- **Overview:** Explores how emotional health and spiritual growth are deeply connected.
- **Best for:** Those seeking **balance between faith and emotional wholeness.**

 **Companion Course:** [Emotionally Healthy Discipleship](#)

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#### 4. Overcoming Offense & Resentment

 **Book:** *The Bait of Satan: Living Free from the Deadly Trap of Offense* – John Bevere

- **Overview:** Focuses on **how offense and unforgiveness trap believers in bitterness and keep them from growing in faith.**
- **Best for:** Those who struggle with **holding grudges, feeling misunderstood, or resentment in leadership.**

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#### 5. Developing Character & Everyday Holiness

 **Book:** *Everyday Holiness: The Jewish Spiritual Path of Mussar* – Alan Morinis

- **Overview:** Explores **Mussar, a Jewish spiritual practice focused on character development and personal transformation.**
- **Best for:** Those seeking **structured, character-based personal growth** that is deeply rooted in wisdom.

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#### 6. Rest, Renewal, and Self-Creation through Shabbat

 **Book:** *Shabbat: A Day to Create Yourself* – Chief Rabbi Warren Goldstein

- **Overview:** Explores how **Shabbat is not just about rest but an opportunity to renew and recreate oneself.**
- **Best for:** Those looking for a **structured way to build a weekly rhythm of renewal and spiritual connection.**

 **Companion Course:** [The Shabbat Project](#) offers resources for embracing the power of **disconnecting from work, resetting priorities, and rediscovering joy.**