

LEADER CONVERSATION GUIDE

How COVID-19 Changed What Your Team Needs from You as the Leader - Episode 168

Pastor and Team Health Part 2: Taking Care of Your Team

Some things your team needs from their leader are different than what they needed before the pandemic began. Other things are the same—and more important than ever. How can you invest in the team's health AND manage priorities and productivity in a stressful season? In this week's episode, Amy and fellow Unstuck teammate, Lance Witt, finish a two-part series on how church leaders can take care of themselves and their teams.

Caring Personally

- The tip of the spear is taking ownership of your own personal health, as we discussed in [Episode 167](#), but it doesn't stop there. You also have to build and manage great teams, because if you don't, the team can become the bottleneck to your church really getting after the vision God has given you.
- You *can* lead a team that is both healthy and high-performing. That's where the synergy is.
- In this unique season, you might need to move fast when it comes to pivoting and tasks, but when it comes to people, go slow: Be present, put down your phone, and ask personal questions. (“*How are you doing REALLY?*”)
- Care for your team's families. Write some personal notes about each and pray for a different staff family each day.
- Acknowledge stress and loss. Don't just blow past it. For many leaders, our response to a crisis is to suck it up, put on our leader hats, stuff down our emotions, make the next best decision, and then just move on. But slowing down enough to acknowledge that this is a time of loss can actually feel like care to your team.
- Because of the stress of this pandemic, your team needs more grace and understanding, more gentleness, and more intentional connection.

Building Spiritual Connection

- Use a mirror more than a spotlight: What is God doing in your life? What passage of Scripture have you found meaningful lately? How is God coming to you personally?
- Practice spiritual disciplines together (e.g. silence, fasting, half day retreat, etc).
- Pray together more!

Enhancing Productivity

- Get more granular: Unspoken expectations are just resentments waiting to happen.
- Create clear, short term focus and priorities. It's your job as the leader to make sure your team knows what their most important priorities are, and that should trickle down throughout the leadership culture of your entire organization.
- Get input and give feedback in real-time as much as possible.
- Take a long term view. We're in this thing right now. It's probably not going to be over anytime soon. Be sure you don't overlook your team. It would be sad to get a year down the road and look back at all the changes you implemented, all the pivots and digital improvements you had to make, but find your team is fried, exhausted, and feeling beat up. While you're getting a lot of great stuff done, make sure your relationship with the team is personal, not just transactional.

Next Steps

Do you need support?

It's been an exhausting year, and it's likely you're running on reserves. That's why we created a brand new way to help you grow your ability to effectively lead your team and your church to thrive in the new normal, while prioritizing health for yourself and your team.

Get coaching from Unstuck coaches like Tony Morgan, Lance Witt and Amy Anderson—
Explore the options at theunstuckgroup.com/coaching.

Listen to the episode on iTunes or at theunstuckgroup.com/episode168.