



Values-Driven Leadership

Discovering and Developing Your Core Values for Ministry

by Aubrey Malphurs

★★★★★ (4.5 stars)

Buy this book if:

- *You want a great overview of how to create a value set*
- *You want tools to lead a person or an organization in a values-discovery process*

This volume is an excellent overview of the process of creating a value set – one that I’ve used repeatedly with my own clients (who consistently rave about it). It is targeted toward organizations that want to become aware of and consistently live out a set of core values, but the principles are equally applicable to developing a personal value set.

Chapter two provides a definition of what values are and are not. According to Malphurs, values are:

- **Constant:** Values tend to stay the same over time, while forms change
- **Passionate:** A value touches your heart; you are deeply committed to it and act on it
- **Biblical:** They find their source of meaning in God and God’s word
- **Core Beliefs:** The essentials of God’s heart for you and your organization

Malphurs goes on to explain how values drive our decision making, our allocation of resources, the goals we set and more. The table on page 55 gives a fascinating look into how a single important value can define a whole church – very interesting. Another important distinction is made between *actual* and *aspirational* values (things we believe ought to be important, but we don’t consistently or passionately act on.) This section provides a good overview of the values concept to those who are grappling with it for the first time.

Chapter three covers the process of doing a core values audit – the process of discovering an organization’s values – while chapter four provides a process for converting your initial audit into a finished value statement, or credo. Every organization has a value set – the only question is whether we are aware of it or not. Therefore, coming up with a value set is not a question of listing what we want to believe or ought to believe, but discovering what beliefs are guiding people’s actions and decisions already.

The remainder of the book focuses on developing a values-driven leadership style and organization: how do you consistently communicate and act out your values? How does an organization implement a new value or change an old one? The theme here is

consistency and repetition over time: values, like vision, need to be spoken and applied over and over until they become internalized and deeply held.

I found the appendices especially helpful. They include whole sections of value sets for churches, parachurch ministries and businesses. Also included are a pair of core values audits – questionnaires a group can use to begin to get in touch with what they really value.

Summary

This is an excellent tool for the leaders you coach who want to identify their values and live them out. Almost anyone you are coaching who is leading an organization (especially in change or transition) would find this a vital resource. And coaches who work regularly with values will find this a helpful resource. The only thing that keeps the book from garnering five stars is that it is a bit of a dry read. Other than that, this is a book I highly recommend

Reviewed by:

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