
Jesus Christ Leadership in Score Matrix

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The Score Matrix is part of the author's PhD thesis titled "Leadership thought in the Bible and Its Relevance to the Present Scenario with Special Emphasis on Corporate Sector". She made a comprehensive study of Jesus Christ leadership. After having thoroughly studied the scriptures, His comprehensive leadership traits, characteristics and strategies were identified and were framed into a Jesus Christ Leadership Score Matrix. Factor Analysis is the basis for developing this score matrix. The Matrix consists of ten factors and each factor has multiple variables with weightages. Twenty Units from various fields were taken for the study. This study was made through Case Study Method. This Matrix was taken as benchmark and all these twenty units were compared against this Standard Score Matrix of Jesus Christ leadership. Anybody can compare their leadership with Jesus Christ leadership using this Score Matrix and identify their lapses. .If they overcome those lapses and follow His strategies, they can be as successful as Jesus in their respective fields.

Key words: Jesus Christ, Score Matrix, Factor Analysis, Matrix Description, Benchmark.

Introduction

As early as 1954, Drucker wrote that firms could hire only the "Whole Man" [1]. His corporate innovations nicely fit together with New Paradigm tenets as they do with biblical values that promote human dignity. **Jesus of Nazareth was the greatest leader in the history of the world [2].** There is no other leader in the world that has as many number of followers as He has. The only definition of a leader is someone who has followers and gaining followers requires influence. Leadership is influence - nothing more, nothing less [3]. If this definition is accepted, Jesus Christ is true leader. Even after 2000 years of his resurrection, His influence on the earth has been increasing but not diminishing. As of 29 September 2009, the Earth's population was estimated by the United

States Census Bureau to be 6.787 billion, of which the Christian population comprises of 2.1 billion[4]. That means two thirds of the world population are the followers of Jesus Christ. Moreover it will be spread every hook and canny of the world by the time his vision is completely fulfilled. Whenever a topic of developing leaders takes place, the best person to begin is Jesus, Chua Wee Hian writes [5]. "No study on the theme of spiritual leadership is ever complete without a careful examination of how Jesus trained the Twelve" [6]. Then, what are the unique characteristics of Jesus Christ leadership style? His was not a single style but the interesting combination of different leadership styles. He had multiple leadership faces. He displayed various leadership faces in his three years of ministry on the earth. After having thoroughly studied the scriptures, His comprehensive leadership traits, characteristics and strategies were identified and were framed into a Score Matrix. Factor Analysis is the basis for developing this score matrix. The Matrix consists of ten factors and each factor has multiple variables with weightages. Twenty Units from various fields were taken for the study. This study was made through Case Study Method. This Matrix was taken as benchmark and all these twenty units were compared against this Standard Score Matrix of Jesus Christ leadership.

Factor Analysis as a Method of Analysis

The analysis is made on the basis of data collected through primary and secondary sources put together. As the study is purely qualitative and subjective in nature, Factor Analysis is adopted with a view to simplify the large number of variables into limited number of factors. The total (i.e. 100%) leadership qualities of Jesus Christ are divided into 10 factors (Attributes) and each factor in turn consists of different number of variables. As all the 10 factors are equally important, 10 points are assigned to each factor. **The Mean Value of the variables in each factor (i.e. Total Number of Points assigned to each factor/ the Number of variables in that factor) is the weightage given to respective variable [7].**

A Score Matrix consisting of these factors and variables is used for analyzing each unit of analysis. The input for this Score Matrix of each unit of analysis is drawn from the data gathered from both primary and secondary sources. The purpose of the Score Matrix is not to tabulate or quantify the data, but to have uniform procedure for interpreting all units of analysis. After analyzing each unit individually, comparative analysis is made on factor basis.

Score Matrix

	Factor	Variable	Weightage	Total Points	Points obtained
1	Inherent			10	
		Leadership is Natural (Influential)	2.5		
		Leadership in childhood/ youth	2.5		
		The then leadership style	2.5		
		Correlation between the past & present leadership style	2.5		
2	Visionary			10	
		Planned career	3.3		
		Visualized the present state	3.3		
		Kind of leader	3.3		
3	Humility				
		Servant leadership	2.5		
		Suffering/sacrifice for others	2.5		
		Scrupulous use of authority	2.5		
		Less importance to titles (external marks of leadership)	2.5		
4	Crisis Behavior			10	
		Attitude towards crisis	3.3		
		Protecting others from being in front	3.3		
		Retaliating policies but not persons	3.3		
5	Philanthropy			10	
		Helping the poor/ needy (social service)	2.5		
		Establishing hospitals with service motto	2.5		
		Establishing educational institutions with service motto	2.5		
		Rehabilitation of prisoners or anti social elements	2.5		
6	Empowerment			10	

		Perception towards Delegation	2.5		
		Level of Delegation	2.5		
		Decentralization	2.5		
		Freedom given to subordinates or followers	2.5		
7	Criteria for selecting future leaders			10	
		More importance to character than qualification	2		
		Leaders are made	2		
		No need of extraordinary talent	2		
		Team leadership	2		
		Mixed team concept	2		
8	Coaching & Mentoring			10	
		Method of training	2		
		Time span	2		
		Continuous association is not a threat	2		
		Method of correcting	2		
		Ways of association	2		
9	Ethics & Values			10	
		Transparency	2		
		Willing compliance with the Law of land	2		
		Impartiality	2		
		Trustworthiness & honesty	2		
		Refusing to take unfair advantage	2		
10	Emotional Competence			10	
		Self assessment	1		
		Adaptability	1		
		Initiative	1		
		Empathy	1		

		Organizational awareness	1		
		Developing others (People orientation)	1		
		Transformational leadership	1		
		Best leadership style	1		
		Leadership with heart	1		
		Two way communication	1		
	Total Points				100

Description of the Score Matrix

The leadership attributes taken on Score Matrix are defined on the basis of the leadership behavior of Jesus Christ on various occasions. The description of the Matrix is given below.

Factor 1 - Inherent Leadership Qualities

This indicates whether leadership qualities are inherent or acquired. Childhood is the reflection of adulthood. Inherent leadership quality is decided on the basis whether he/she has revealed these characteristics in their childhood. Jesus displayed all the leadership characteristics in His childhood itself. At the age of twelve, He was found in the temple, sitting in the midst of the doctors, both hearing them, and asking them questions. And all that heard him were astonished at his understanding and answers. (Luke 2: 46-47). He was visionary right from the beginning. He continued the same leadership style till the end. Jesus set the standard by which all future leadership is to be assessed. He was the natural leader. He grew in favor with God and men. He submitted Himself to his parents (Luke 2:51-52).

Four variables are identified under this factor and each is respectively assigned 2.5 points.

- **Leadership is Natural:** whether any influential role was played in childhood.
- **Leadership in childhood/ youth:** whether any leadership positions are held at school/college/voluntary organizations.
- **The then leadership style:** should be Visionary.
- **Correlation between the past & present leadership style:** whatever be the style, it should be the same in the past and the present.

Factor 2 - Visionary

Vision is the substance of things hoped for, the evidence of things not seen.

Jesus Christ is true visionary leader. He visualized the kingdom without boundaries. Right from the beginning of picking up the disciples, he was continuously working for this only. He was searching for suitable people who could work on this till end.[8]. Even while he was ascending to Heaven, he commanded his disciples to go and preach the gospel to every creature in the world and to make disciples of all the nations (Mark 16:14; Mathew 28:19). Also, He assured them that He would be there with them to the end of the age.

Three variables related to His Visionary Approach are identified here and each is respectively assigned 3.3 points.

- **Planned career:** They should plan their career even before they have begun it.
- **Visualization of the present state:** They should visualize this present position in the beginning of their career itself.
- **Kind of leader:** Should be a visionary leader.

Factor 3 - Humility

Humility is the hallmark of the servant. It is incarnate meekness which a leader displays his humility by not using his authority unscrupulously. Jesus took on the very nature of a servant by turning the power-scale on its head. Explaining His humility, Leighton Ford (1993) writes, Greatness is measured by taking the last place, by a total commitment to welcome the "little ones," by a breadth of sympathy and openness to all who name his name, by a passion for personal purity, by toughness with us but gentleness with others [17]. He offered us a powerful model of servant hood. When not even one of His disciples was prepared to wash the feet of the other disciples and even of their Master"s, it was Jesus, who took up the basin and towel and washed the feet of his friends [18].

The ultimate form of compassionate leadership is expressed in terms of sacrifices the leader makes for others. Jesus gave up glory and everything in heaven to come on to this earth. And on earth he did not withhold anything including his life. This ultimate sacrifice made him an everlasting leader of all times. The greater the sacrifice of the leader, the higher will be the number of followers who can make such sacrifices for his sake too. Tony Cupit said that, many followers of Jesus have carried their cross to Golgotha and accepted martyrdom in the name of Jesus Christ. They followed the slap of his sandals to the Cross-following the example he set [22]. He was never bothered about positions and titles. At one point of time, when multitudes wanted to make Him a King, He denied it and escaped from there.

This Humility factor includes four variables and 2.5 points are assigned to each of these variables.

- **Servant leadership:** Whatever be his leadership style, he should possess servant leadership qualities.
- **Suffering/sacrifice for others:** Giving up for others without expecting anything.
- **Scrupulous use of authority:** Authority should be used very cautiously.
- **Less importance to titles:** Least bothered about external marks of leadership.

Factor 4 - Crisis Behavior

This factor speaks about how a leader behaves in times of crisis. While giving a call to His disciples, He cautioned them the persecutions they will come across during their preaching (Mathew10:16-22). He is a good shepherd. He is always ahead of His disciples in protecting them in all their troubles. He never hates or criticizes any individuals personally. He was bitterly criticizing the false preaching of Pharisees and Scribes but not the individuals. Three variables are identified under crisis behavior and each is respectively assigned 3.3 points.

- **Attitude towards crisis:** Every crisis should be taken as an opportunity.
- **Protecting others from being in front:** The leader should support his followers from being in front. He should be ready even to lay his life to protect them during crisis times.
- **Retaliating policies but not persons:** Criticism should not be personal but should be confined to policy matters.

Factor 5 - Philanthropy

The scope of Biblical Philanthropy is very wide. Love Thy self is His basic preaching. He talked about feeding the hungry, drinking the thirsty, looking after the needy expecting nothing, clothing the naked, helping the sick and caring the imprisoned etc.(Mathew 25: 31-46).

This philanthropy factor is broadly divided into the following four variables and each is given 2.5 points respectively.

- Helping the poor/ needy (social service)
- Establishing hospitals with service motto
- Establishing educational institutions with service motto
- Rehabilitation of prisoners or anti social elements.

Factor 6 - Empowerment

In order to expand the frontiers of the organization, empowerment of other leaders is very much essential. Jesus Christ is true empowering leader. He delegated all authority to His disciples. (Mathew 28:18). He has never claimed that He only could do all the things. Instead, He was bold enough to say that His followers can do more miracles than He Himself did on the earth. While sending the twelve Apostles, He has given instructions, guidelines and enough freedom as well to complete the assigned task (Mathew 10:5-40). This Empowerment factor is divided into four variables and each is assigned 2.5 points respectively.

- **Perception towards Delegation:** The leader should have positive attitude towards delegation of authority.
- **Level of Delegation:** The leader should be ready to delegate non routine and significant matters.
- **Decentralization:** Both authority and responsibility to be shared.
- **Freedom given to subordinates or followers:** After giving instructions and broad guidelines, enough freedom should be given to complete the assigned task. They should be given freedom even to commit mistakes.

Factor 7 - Criteria for Selecting Future Leaders

Right selection is essential before empowering others. Jesus Christ has given The following five variables are found in Jesus' selection criteria.). His choice of disciples was based on careful observation and knowledge of the disciples as they followed him early in his ministry. The final selection was done midway through his ministry, giving him ample time to observe and know the disciples first hand. As He has given more importance to character than qualification, he chose fishermen, tax collectors etc. He believed in team leadership. His team is a mix of people with different backgrounds and temperaments.

This factor has five variables and each is assigned 2 points.

- **More importance to character than qualification:** while selecting future leaders, top most priority to be given to character than formal qualifications.
- **Leaders are made:** Leadership is not acquired trait but can be developed.
- **No need of extraordinary talent:** there is any need of extraordinary talent to become world class leaders.
- **Team leadership:** They should be taught to work in, with and for teams.

- **Mixed team concept:** Team should consist of diversified people with diverse back grounds and temperaments.

Factor 8 - Coaching & Mentoring

Jesus was very careful in selecting His disciples. At the same time, He took a lot of care in training and developing them. He has continuously associated with them for three and half years to teach them the truth, to clarify their doubts, to assign them tasks to complete independently and to correct them, if required. He used all kinds of methods, both formal and informal, to make them perfect leaders. They were well-trained. They knew where to go and what to say. They even knew in advance how to deal with rejection. In fact, Jesus was constantly teaching his disciples, formally and informally through his own example [12].

This factor includes five variables and 2 points are assigned to each variable.

- **Method of Training:** This includes both formal and informal training.
- **Time span:** Till the completion of the training.
- **Continuous association is not a threat:** Leader should associate with subordinates continuously but should not take it as a threat.
- **Method of correcting:** Leader should use his heart while dealing with the mistakes of others. At the same time assertive enough to correct them. So he should rebuke or condemn with love to make them realize their own mistake.
- **Ways of association:** The ways of association should be unlimited. The leader should use every opportunity to associate with them.

Factor 9 - Ethics & Values

When the Lord called men to be His disciples, one of the fundamental qualifications was a life of total commitment to the Savior. The Lord Jesus invested His life in training men to become disciples who would be fully devoted to Him, to His commission to spread the gospel to a lost world and build men and women in Christ.[13] In spite of the fact that He is God, He was never against to the Laws of the Land. He paid local taxes. He discouraged His disciples to harm anybody.

This factor includes five variables and each variable is assigned 2 points respectively.

- **Transparency:** How clear a leader is to his subordinates about rules/ policies.
- **Willing compliance with the Law of land:** Willing submission to rules and regulations.
- **Exemplary Leadership:** Being before doing.
- **Trustworthiness & honesty:** How confidential and honest in dealing with issues.

- **Refuse to take unfair advantage:** A leader should not use his authority for personal benefit.

Factor 10 - Emotional Competence

Besides being a great coach and mentor, Jesus Christ displayed high emotional competency.10 variables are included in Emotional Competence factor. One point is assigned to each variable.

- **Self assessment:** Each leader should describe him/her as to what kind of leader he/she is. These descriptions should match to the other questions in the questionnaire. If these two match, then the leader is said to have right self assessment.
- **Adaptability:** A leader should adapt himself to the changing situation without ignoring basic ethics and values.
- **Initiative:** Leader should believe that the rules are made for men but not men for rules. If there is clash between humanity and framework of rules, the former should prevail over the latter. But this should not be done always, but only under inevitable circumstances.
- **Empathy:** Thinking from the view point of others while solving the problems.
- **Organizational awareness:** Every leader should perceive his position as an opportunity to grow the organization and the individuals as well.
- **Developing others:** To develop himself, he should develop others.
- **Transformational leadership:** Every leader should believe in transformational leadership and he should try to bring attitudinal change in his followers or subordinates.
- **Best leadership style:** Situational leadership style.
- **Leadership with heart:** A love for people and relationship skills remain a high priority.
- **Two way communication:** There should be a continuous dialogue between the leader and the follower.

Conclusion

He had never claimed that He alone could do all these things, as so many so called leaders boast about themselves. Hence, whoever follows his leadership style and strategies, can be as successful and acceptable as Jesus has been. In this era of declining values and ethics among the leaders, there is a need to look into history to find out the leaders who relentlessly stood for values and became successful. The cultivation of Christ like qualities is a demanding and relentless task. Anybody can compare their leadership against this Score Matrix and identify their lapses. If they overcome those lapses and follow His strategies, they can be as successful as Jesus in their respective fields.

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