

IDENTITY-BASED vs PERFORMANCE-BASED LEADERSHIP

Self-Assessment for Christian Business Leaders

Theme: Separating Net Worth from Self-Worth

Estimated Time: 10–15 minutes

Purpose: To reveal whether your leadership is primarily anchored in identity or performance.

Instructions

For each statement, circle the number that best reflects your honest internal experience — not your theology, but your emotional reality.

Scale:

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Neutral / Unsure
- 4 – Agree
- 5 – Strongly Agree

SECTION 1: Emotional Stability & Self-Worth

#	Statement	1	2	3	4	5
1	My mood rises and falls significantly with business results.	<input type="checkbox"/>				
2	I feel more confident in my faith when my company is doing well.	<input type="checkbox"/>				
3	When revenue drops, I question my leadership ability deeply.	<input type="checkbox"/>				
4	Criticism lingers with me longer than it should.	<input type="checkbox"/>				
5	I feel internally settled even during difficult seasons.	<input type="checkbox"/>				
6	I can separate a failed strategy from personal failure.	<input type="checkbox"/>				
7	I feel uneasy when I'm not achieving something measurable.	<input type="checkbox"/>				
8	Resting sometimes makes me feel guilty or unproductive.	<input type="checkbox"/>				

SECTION 2: Insecurity & Control

#	Statement	1	2	3	4	5
9	I struggle to fully celebrate team members who outperform me.	<input type="checkbox"/>				
10	I feel threatened when someone gains visibility in the company.	<input type="checkbox"/>				
11	I have difficulty delegating key responsibilities.	<input type="checkbox"/>				
12	I need to be seen as competent at all times.	<input type="checkbox"/>				
13	I can admit mistakes publicly without feeling diminished.	<input type="checkbox"/>				
14	I prefer to be the primary decision-maker, even when others are capable.	<input type="checkbox"/>				
15	I worry about losing influence or relevance.	<input type="checkbox"/>				
16	I feel secure even when I'm not the smartest in the room.	<input type="checkbox"/>				

SECTION 3: Motivation & Drive

#	Statement	1	2	3	4	5
17	I often feel like I need to prove myself.	<input type="checkbox"/>				
18	I am motivated more by impact than recognition.	<input type="checkbox"/>				
19	I frequently imagine others' opinions about my success or failure.	<input type="checkbox"/>				
20	I would pursue my calling even without public recognition.	<input type="checkbox"/>				
21	I compare my business progress to others frequently.	<input type="checkbox"/>				
22	My prayer life feels more confident when business is thriving.	<input type="checkbox"/>				
23	I pursue excellence as gratitude, not as proof of worth.	<input type="checkbox"/>				
24	I secretly fear becoming irrelevant.	<input type="checkbox"/>				

SECTION 4: Identity & Spiritual Grounding

#	Statement	1	2	3	4	5
25	I believe God is pleased with me apart from productivity.	<input type="checkbox"/>				
26	I define myself primarily by my role or title.	<input type="checkbox"/>				
27	I can experience failure without doubting God's love.	<input type="checkbox"/>				
28	My self-worth feels tied to measurable success.	<input type="checkbox"/>				
29	I remind myself I am a son/daughter before I am a leader.	<input type="checkbox"/>				
30	If I lost my title tomorrow, I would still feel secure.	<input type="checkbox"/>				

SCORING INSTRUCTIONS

Reverse score the following questions before totaling (**THIS IS IMPORTANT**):

5, 6, 13, 16, 18, 20, 23, 25, 27, 29, 30

Reverse Scoring Key:

- If you check 1 → change to 5
- 2 → change to 4
- 3 stays 3
- 4 → change to 2
- 5 → change to 1

Add all 30 scores.

Possible Score Range:

30 (Strong Identity-Based Leadership)

150 (Strong Performance-Based Leadership)

RESULTS INTERPRETATION

30–60

Strong Identity-Based Leadership

You lead from internal security and spiritual grounding. Performance expresses who you are — it does not define you.

61–90

 Mostly Identity-Based

You have strong foundations, but performance still influences emotional stability at times.

91–120

 Performance-Influenced Leadership

Your leadership may be externally strong but internally reactive. You likely experience pressure cycles and emotional swings.

121–150

 Performance-Based Identity Dominant

Your worth may be heavily tied to outcomes. Anxiety, insecurity, and burnout risk are elevated.

Reflection Questions

- Who am I without my title?
- Do I lead like a thermostat or a thermometer?
- What emotion dominates my leadership — peace or pressure?
- Am I building a company... or protecting a persona?