

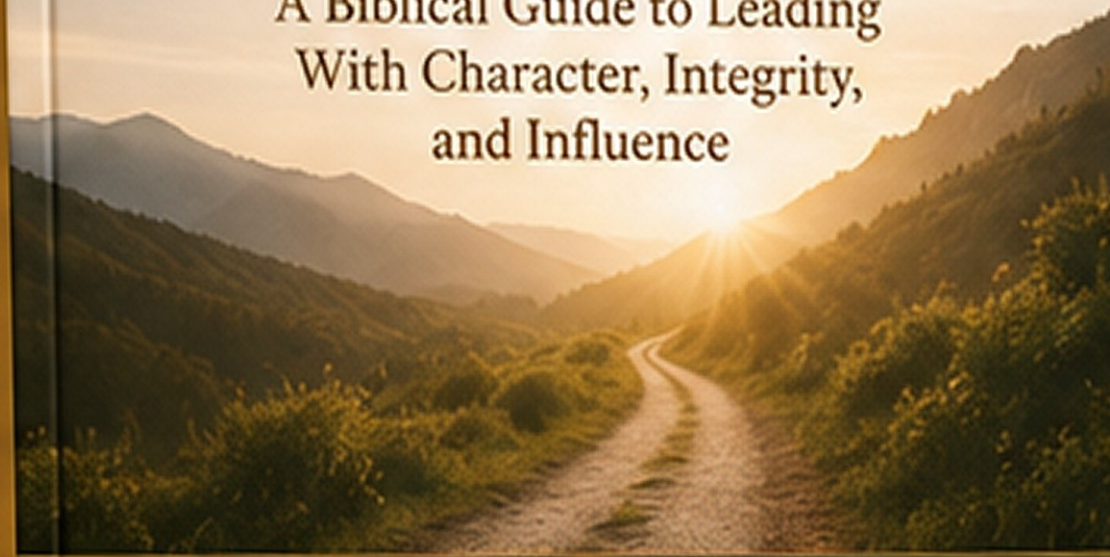


Purpose & Progress
— COACHING

Let Your Leadership Behavior Honor God



A Biblical Guide to Leading
With Character, Integrity,
and Influence





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*A Biblical Guide to Leading With Character, Integrity, and
Influence*

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Faith • Career • Leadership • Growth

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Introduction

Leadership is more than a position, title, or collection of techniques. It is behavior observed over time. People learn what a leader values by watching what that leader rewards, tolerates, corrects, communicates, and models.

For a Christian leader, the question is not merely, “Am I effective?” A deeper question is, “Does the way I lead reflect the character of Christ?” Results matter, but how those results are pursued matters too. Integrity, humility, courage, truthfulness, stewardship, compassion, and consistency are not optional extras; they shape the credibility of our influence.

This guide is designed to help leaders examine everyday behavior through a biblical lens and translate faith into practical leadership habits. The goal is not perfection. The goal is faithful, self-aware leadership that continually aligns conduct with conviction.

How to Use This eBook

Read one chapter at a time. Pause at the reflection questions, identify one behavior you can strengthen, and practice the Faith in Action step before moving forward. Leadership transformation happens through repeated choices, not inspiration alone.

Chapter 1

Leadership Is Stewardship

“Moreover it is required in stewards, that a man be found faithful.” — 1 Corinthians 4:2 (KJV)

Biblical leadership begins with stewardship. A steward manages something that ultimately belongs to someone else. Influence, authority, people, time, resources, information, and opportunity are entrusted to a leader; they are not possessions to exploit for personal importance.

This perspective changes the way a leader approaches decisions. Instead of asking only what is easiest, fastest, or most advantageous, a steward asks what is faithful. A faithful leader considers the effect of decisions on people, the mission, the organization, and the trust that has been placed in the role.

Stewardship also produces accountability. When leaders remember that authority is entrusted, they become more willing to explain decisions, correct mistakes, develop others, and use power carefully. The goal is not to appear indispensable. It is to leave people, systems, and responsibilities healthier than they were found.

Leadership Check

Where has God entrusted you with influence right now? Your answer may include a formal team, family, ministry, project, customers, peers, or people who regularly seek your guidance.

Reflect

- Do I treat authority as ownership or stewardship?
- What responsibility am I currently tempted to avoid?
- How can I leave the people I lead stronger than I found them?

Faith in Action

Choose one area of responsibility this week and manage it as a stewardship assignment: clarify the purpose, identify who is affected, and make one decision that reflects faithfulness rather than convenience.

Chapter 2

Character Before Charisma

*“A good name is rather to be chosen than great riches...” —
Proverbs 22:1 (KJV)*

Charisma can attract attention, but character determines whether influence is safe. A leader may be gifted, persuasive, intelligent, or visionary and still damage trust if personal conduct is inconsistent. People eventually experience the gap between what a leader says and what a leader repeatedly does.

Character shows up in small moments: whether credit is shared, whether commitments are honored, whether people are treated respectfully when they have little power, whether truth is told when it is uncomfortable, and whether the leader behaves differently when no one is watching.

Christian leadership does not require a flawless image. It requires integrity - a growing alignment between beliefs, words, and behavior. When leaders make mistakes, character is also revealed by the willingness to acknowledge harm, apologize without excuses, and make appropriate changes.

Reflect

- Where is there a gap between what I say I value and what my behavior communicates?
- How do I respond when someone challenges me?
- What would the people closest to my leadership say about my consistency?

Faith in Action

Identify one leadership value you regularly talk about. Write down three observable behaviors that would prove that value is real, then practice those behaviors intentionally this week.

Chapter 3

Integrity When No One Is Watching

“The integrity of the upright shall guide them...” — Proverbs 11:3 (KJV)

Integrity is often tested in private before it is tested in public. Leaders regularly have access to information, influence, budgets, decisions, and relationships that others cannot fully see. This makes internal standards especially important.

Integrity does not mean rigidity. It means a leader has clear moral boundaries and will not quietly abandon them for convenience, pressure, recognition, or short-term results. A leader with integrity can be trusted with confidential information, honest reporting, fair decisions, and responsible use of resources.

When pressure increases, values must become more visible, not less. Decide in advance what you will not compromise. Clear boundaries reduce the likelihood of rationalizing behavior in the moment.

Reflect

- What pressures are most likely to tempt me to compromise?
- Where do I need clearer boundaries?
- Is there anything I need to correct before it becomes a larger integrity issue?

Faith in Action

Write a short personal integrity statement beginning with: “As a leader who honors God, I will...” Include three non-negotiable behaviors.

Chapter 4

Lead With Humility and Strength

*“Let nothing be done through strife or vainglory; but in lowliness of mind let each esteem other better than themselves.” —
Philippians 2:3 (KJV)*

Humility is not weakness, indecision, or lack of confidence. Healthy humility allows a leader to remain teachable, admit limitations, listen carefully, and use authority without needing constant validation.

Humble leaders can still set standards, make difficult decisions, correct performance, and hold boundaries. The difference is motive and method. They do not need to diminish others to establish authority. They can be firm without becoming demeaning.

Humility also creates space for other people to contribute. When leaders ask thoughtful questions, invite expertise, and acknowledge what they do not know, the team becomes less dependent on one person and more capable as a whole.

Reflect

- Do I confuse being in charge with needing to have every answer?
- How comfortable am I admitting that I was wrong?
- Who on my team needs more room to contribute?

Faith in Action

In your next team conversation, ask one genuine question before offering your solution. Listen long enough to understand the other person's reasoning.

Chapter 5

Communication That Reflects Grace and Truth

*“Let your speech be always with grace, seasoned with salt...” —
Colossians 4:6 (KJV)*

Words shape culture. Leaders communicate expectations, priorities, correction, reassurance, urgency, and respect through tone as much as content. People may forget a particular sentence but remember how they consistently felt when interacting with a leader.

Grace without truth can become avoidance. Truth without grace can become harshness. Effective Christian leadership requires both: clear communication that does not hide important issues, delivered in a manner that preserves dignity.

This means avoiding public humiliation, vague criticism, sarcasm, gossip, and emotionally charged assumptions. It also means addressing issues directly enough that people understand what needs to change. Good communication makes the path forward clearer.

Reflect

- Is my feedback specific enough to be useful?
- Do people know where they stand with me?
- When I am frustrated, does my tone still reflect respect?

Faith in Action

Use this structure in one difficult conversation: describe the observable behavior, explain its impact, clarify the expectation, ask for the other person's perspective, and agree on a next step.

Chapter 6

Courageous Decisions and Fair Treatment

“For God hath not given us the spirit of fear; but of power, and of love, and of a sound mind.” — 2 Timothy 1:7 (KJV)

Leadership requires decisions that will not please everyone. Avoiding necessary decisions can feel peaceful in the short term, but unresolved issues usually become more costly over time.

Courageous leadership combines conviction with sound judgment. It gathers facts, considers consequences, seeks wise counsel, and then acts. Fear may still be present, but fear does not become the decision-maker.

Fairness is equally important. Similar situations should be handled with consistent standards while allowing appropriate consideration for individual circumstances. Favoritism, inconsistency, and hidden rules erode trust quickly.

Reflect

- What decision have I delayed because I want to avoid discomfort?
- Are my standards clear and consistently applied?
- Whose perspective should I seek before acting?

Faith in Action

Name one delayed leadership decision. Write the facts, stakeholders, values at stake, and next responsible action. Set a date to act.

Chapter 7

Build a Culture That Honors God

“Even so every good tree bringeth forth good fruit...” — Matthew 7:17 (KJV)

Culture is formed through repeated behavior. Leaders influence culture through what they model, reward, ignore, celebrate, correct, and make possible. A stated value matters only when daily practices support it.

A God-honoring culture does not require a workplace to become a church service. It means the leader's conduct consistently reflects integrity, dignity, fairness, stewardship, service, and concern for people. In explicitly Christian organizations, faith language may be more direct; in broader workplaces, character can still be unmistakably demonstrated through behavior.

Leaders should periodically ask what their team is learning from the environment. Are people becoming more responsible, courageous, collaborative, and honest - or more fearful, guarded, and dependent? Culture is one of leadership's most enduring outcomes.

Reflect

- What behaviors are being rewarded on my team?
- What am I currently tolerating that contradicts our stated values?
- What do I want people to become because they worked with me?

Faith in Action

Choose one cultural behavior to reinforce for the next 30 days. Name it, model it, recognize it when you see it, and address conduct that undermines it.

Reflection & Action Plan

Use these prompts to turn insight into intentional action. Write your responses in a journal, notes app, or printed copy of this page.

1. What leadership behavior most needs to change so that my conduct better reflects my faith?

2. Which three leadership values will guide my decisions during the next 90 days?

3. Who can give me honest feedback about my leadership behavior?

4. What will I start doing, stop doing, and continue doing?

5. How will I know that my leadership influence is producing healthier fruit?

Closing Prayer

Lord, give me wisdom to recognize what You are asking of me, courage to act with integrity, and discipline to follow through faithfully. Let my growth produce fruit that honors You and serves others well. Amen.

About the Author

Daniele M. Dorsey is the founder of Purpose & Progress Coaching LLC. Her work integrates Christian faith with practical career, leadership, and personal-development strategies. She holds graduate degrees in psychology and organizational leadership and brings more than two decades of management experience and extensive job-coaching experience to her teaching and coaching resources. Purpose & Progress Coaching exists to help people gain clarity, strengthen confidence, develop as leaders, and move forward with purpose while keeping God at the center.

Purpose & Progress Coaching

Faith • Career • Leadership • Growth

Helping people discover purpose, embrace progress, and move forward with faith, clarity, and confidence.