

**CS6261 People, Tasks, and Goals**

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**UNIT EVALUATIONS****Directions**

When you have completed your study of each unit, complete the Evaluation for that unit, and check your answers using the Answer Key in the back of this book.

Read each question carefully. There is one best answer for each question. Circle the answer you have chosen.

**Example**

- 1 To be born again means to
- a) be young in age.
  - b) accept Jesus as Savior.
  - c) start a new year.

**UNIT ONE EVALUATION**

- 1** The main reason leadership is needed is to
  - a)** organize people in groups.
  - b)** put someone in control.
  - c)** accomplish a purpose.
  - d)** please church boards.
  
- 2** The idea of Christian leadership exists because God has
  - a)** a purpose.
  - b)** judged our sins.
  - c)** forgiven all of our sins.
  - d)** said nothing about leaders.
  
- 3** Ephesians 4 tells us that God has given the church special gifts
  - a)** to be kept hidden.
  - b)** of monetary reward.
  - c)** of land and property.
  - d)** of leaders and leadership.
  
- 4** The existence of the organized church and Christian ministries is evidence that God uses
  - a)** angelic helpers.
  - b)** natural disasters.
  - c)** Christian leaders.
  - d)** stars and planets.
  
- 5** Joseph demonstrated leadership principles in the Egyptian official's house by his
  - a)** respect for those in authority and desire to do God's will.
  - b)** efforts to keep his position and destroy opponents.
  - c)** demands for respect and obedience from servants.
  - d)** desire to be popular and please other people.
  
- 6** General leadership characteristics include competence and the ability to share
  - a)** frustration.
  - b)** leadership.
  - c)** friendship.
  - d)** income.

- 7** Specific Christian leadership characteristics include dependence on the Holy Spirit and a sense of
- a)** superiority.
  - b)** condemnation.
  - c)** guilt regarding sin.
  - d)** God’s calling or mission.
- 8** A good leader must have “empathy,” which means
- a)** interest in and concern for people.
  - b)** a lack of concern for others.
  - c)** a strong sense of self-worth.
  - d)** a strong work ethic.
- 9** In Exodus 18:13–26, we learn that Moses was given leadership and management training by
- a)** God alone.
  - b)** his stepmother.
  - c)** his brother Aaron.
  - d)** his father-in-law Jethro.
- 10** A leadership skill Moses learned that is especially important in large organizations was to
- a)** guard all leadership authority for himself.
  - b)** appoint middle leadership people.
  - c)** turn all leadership over to others.
  - d)** do anything to maintain power.
- 11** One of Moses’ greatest assets as a leader is that he continued to see
- a)** no good potential in the people of God.
  - b)** God’s justifiable anger against the people.
  - c)** the potential for good in the people of God.
  - d)** things realistically and never became idealistic.
- 12** Leadership studies have found that how we act as leaders is a direct result of what we
- a)** perceive are the requirements of leadership.
  - b)** assume are the expectations of society.
  - c)** think our followers will permit.
  - d)** believe about people.

- 13** An “autocratic style” leader focuses on
- a)** sharing leadership with others.
  - b)** maintaining strong control.
  - c)** automating all decisions.
  - d)** demanding wages.
- 14** A “democratic style” leader focuses on
- a)** making all the major decisions alone.
  - b)** doing nothing without a vote.
  - c)** seeking group input.
  - d)** replacing him or herself.
- 15** Barnabas helped launch Paul’s role as a church leader by
- a)** persuading the Christians to trust Paul.
  - b)** leading Paul to Christ.
  - c)** inviting Paul to preach.
  - d)** making Paul wealthy.
- 16** Paul’s travels with and training of Timothy demonstrate that Paul
- a)** saw little value in training younger people as leaders.
  - b)** knew the importance of fellowship in the churches.
  - c)** was unable to help Timothy gain acceptance.
  - d)** learned the value of training a young leader.
- 17** A “boss” or supervisor differs from a leader chiefly in that the supervisor focuses
- a)** primarily on a task or goal and not on people.
  - b)** above everything else on caring for people.
  - c)** on accomplishing a task efficiently.
  - d)** on schedules and payroll.
- 18** Scripture teaches that Christian leaders must
- a)** be older than the people they lead.
  - b)** be called to pastoral ministry.
  - c)** respect and help one another.
  - d)** limit their terms of service.

- 19** A leader who surrounds himself or herself with competent workers and helps them develop is
- a)** making his or her own position weaker.
  - b)** blind to the real needs of the church.
  - c)** trying to start his or her own personality cult.
  - d)** enhancing his or her influence and effectiveness.
- 20** The best policy for securing people's support for your goals is to
- a)** make all decisions and set goals because you are in charge.
  - b)** tell them you love them and plead for help.
  - c)** demand they support your goals or quit.
  - d)** share decision-making and goal-setting.

**UNIT TWO EVALUATION**

- 1** Good leaders know that true humility in a leader is complemented by
  - a)** a secret desire to gain attention.
  - b)** the ability to display false sincerity.
  - c)** the courage to take necessary action.
  - d)** hidden fears of failing to do what is right.
  
- 2** David is an example of God's working in leadership through people who
  - a)** have developed no abilities and have no talent.
  - b)** have developed appropriate abilities.
  - c)** have to be forced into leadership.
  - d)** are clearly overqualified.
  
- 3** David told of his experiences with the lion and the bear to
  - a)** use facts to back up his abilities.
  - b)** show he had greater faith than his brothers.
  - c)** boast about his skills and physical strength.
  - d)** increase support for his effort to become king.
  
- 4** When leaders think through the process for accomplishing tasks, they are
  - a)** praying.
  - b)** believing.
  - c)** visioning.
  - d)** planning.
  
- 5** One way to overcome obstacles to planning in Christian work is to remember that
  - a)** you must never change an approved plan.
  - b)** some plans may fail, but God is faithful.
  - c)** you are in charge no matter what.
  - d)** procrastination may be helpful.

- 6** A church organizational structure is unique because the pastor must relate
- a)** only to church board members.
  - b)** directly to everyone in the congregation.
  - c)** indirectly to everyone in the congregation.
  - d)** directly only to those who run the finances.
- 7** Leaders must understand their place in the organization and how to
- a)** tactfully resign if they make mistakes.
  - b)** act only in that part of the organization.
  - c)** guard their importance in the organization.
  - d)** organize their own areas of responsibility.
- 8** Read Joshua 22:1–24. What almost caused civil war among the Israelites?
- a)** The construction of an altar
  - b)** Failure to communicate
  - c)** Idolatry and rebellion
  - d)** Ancestral rights
- 9** When the Israelites heard that an altar had been built at Geliloth, they
- a)** knew why it was built.
  - b)** asked why it was built.
  - c)** imagined why it was built.
  - d)** refused to acknowledge it.
- 10** The idea of “perception” says that the message being communicated actually means
- a)** something different than anyone intends.
  - b)** whatever the receiver thinks it means.
  - c)** exactly what the source intends.
  - d)** nothing that can be verified.

- 11** Messages can be sent and received only if the sender and receiver
- a)** feel basically the same about the importance of the message.
  - b)** hold similar ideas, prejudices, and worldviews.
  - c)** share no basic areas of common experience.
  - d)** agree beforehand to the language used.
- 12** A dependent or responsive type of person needs the leader to give him or her
- a)** no information at all.
  - b)** detailed instructions.
  - c)** very little information.
  - d)** encouragement to resign.
- 13** An independent or assertive type of person needs
- a)** detailed information from the leader.
  - b)** to be made the leader in every group.
  - c)** opportunities to express his or her own ideas.
  - d)** to be kept from any position of leadership.
- 14** Effective listening begins with the effort of putting
- a)** everything you wish to say in a written summary.
  - b)** some effort into listening to what the person says.
  - c)** on the act that you care about what is being said.
  - d)** your attention on what the other person is saying.
- 15** Read Nehemiah 4:14. What evidence of leadership did Nehemiah exhibit here?
- a)** He admitted that the task was too frightening.
  - b)** He argued with those in charge of work on the wall.
  - c)** He appointed others to work where he feared to go.
  - d)** He worked among the people and encouraged them.
- 16** The first stage in problem solving is to
- a)** find someone smart enough to solve it.
  - b)** define the problem and decide to act on it.
  - c)** not to despair when facing impossible odds.
  - d)** form committees to consider all aspects of it.

- 17** The first step in decision making by a Christian leader is to
- a)** be confident in the Lord.
  - b)** spend days in fasting and prayer.
  - c)** reject advice from others in the church.
  - d)** act quickly so the decision will be of God.
- 18** The first obstacle to decision-making is the failure to form
- a)** clear organizational structure.
  - b)** clear objectives.
  - c)** clear decisions.
  - d)** backup plans.
- 19** The weakness of decision-making by majority rule is that
- a)** no one understands how it works.
  - b)** someone always loses.
  - c)** it is not biblical.
  - d)** it is harsh.
- 20** Decision by consensus eliminates the possibility of a losing side and makes possible
- a)** true unity on the issues at stake.
  - b)** deeper loyalty among everyone.
  - c)** an airing of all the issues involved.
  - d)** damage to the democratic process.

**UNIT THREE EVALUATION**

- 1** The Old Testament account of Esther is an example of leadership emerging
  - a)** by popular acclaim.
  - b)** to meet a need.
  - c)** by accident.
  - d)** by force.
  
- 2** When Esther said “If I perish, I perish,” she illustrated the principle that
  - a)** a good leader is aroused by an emotional appeal.
  - b)** a leader realistically starts with a negative attitude.
  - c)** good leaders see only themselves at fault if they fail.
  - d)** leaders must be willing to assume responsibility at any cost.
  
- 3** In Christian work, an “institutional goal” is usually spiritual and
  - a)** very limited.
  - b)** very broad.
  - c)** very harsh.
  - d)** lucrative.
  
- 4** An “operational goal” is set to help reach an institutional goal and can also be called
  - a)** an objective.
  - b)** an exception.
  - c)** an inconvenience.
  - d)** a concept or idea.
  
- 5** One of the most significant facts about good objectives is that
  - a)** people work better and are happier with clear objectives.
  - b)** the Holy Spirit cannot work in the church without them.
  - c)** they eliminate all problems for church workers.
  - d)** they cause the church to lose good workers.

- 6** Knowing the true purposes of the church and having plain objectives help people
- a)** make commitments and assume responsibility.
  - b)** refuse to support the ministries of the church.
  - c)** identify only emotionally with a stated task.
  - d)** cooperate when it is convenient for them.
- 7** Read John 21:15–17. What did Jesus mean when He said, “Feed my sheep”?
- a)** Take care of hungry people.
  - b)** Take charge of all church activities.
  - c)** Tell the other disciples you are special.
  - d)** Teach and guide people with spiritual needs.
- 8** According to 1 Peter 5:1, as a leader Peter saw himself to be
- a)** deserving of special honor as the leader of the church.
  - b)** unworthy to lead anyone and inferior to the elders.
  - c)** in no way superior to other leaders in the church.
  - d)** equal in authority to James, John, and Paul.
- 9** In 1 Peter 5:5 we are taught that the attitude of leaders in the church should be
- a)** superiority as God’s chosen leaders.
  - b)** humility because God hates pride.
  - c)** unwillingness to serve.
  - d)** confusion.
- 10** Within most organizations, examination of the system reveals three steps:
- a)** objectivity, detachment, and hope.
  - b)** feedback, consultation, and error.
  - c)** goal setting, worship, and faith.
  - d)** input, process, and outcome.
- 11** A better systems approach for Christian organizations involves six steps, starting with
- a)** the supreme goal, doing God’s work.
  - b)** the focus on Christian relationships.
  - c)** a careful evaluation of results.
  - d)** hiring a secular consultant.

- 12** Effective management by objective should start with consideration of
- a)** studying church history.
  - b)** God's plan of evangelism.
  - c)** a Scripture memory program.
  - d)** the past and present situations.
- 13** The first danger Christian leaders face regarding wrong motives is
- a)** ego or developing pride.
  - b)** lax Bible study habits.
  - c)** developing humility.
  - d)** lack of confidence.
- 14** A Christian leader who believes he or she is exercising strong faith must guard against
- a)** melodrama.
  - b)** false humility.
  - c)** holy boldness.
  - d)** overconfidence.
- 15** Read Numbers 11:26–29. What danger to leadership did Moses resist in these verses?
- a)** Jealousy
  - b)** Popularity
  - c)** Humiliation
  - d)** Overconfidence
- 16** An important step to dealing with depression or “burnout” is reality thinking, which is to
- a)** remember that real Christians never get discouraged.
  - b)** acknowledge that Spirit-filled leaders are immune to burnout.
  - c)** realize that all Christian leaders are subject to human weakness.
  - d)** believe that not all Christian leaders are subject to human weakness.

- 17** Elijah is an example of becoming depressed or burned-out because of
- a)** a lack of faith.
  - b)** unspiritual desires.
  - c)** physical or emotional exhaustion.
  - d)** failing to follow God's commands.
- 18** People act to have pleasure and avoid pain, according to the
- a)** need theories.
  - b)** goal theories.
  - c)** perception theories.
  - d)** reward and punishment theories.
- 19** Internalization of leadership means the worker
- a)** pretends to accept the leader's goals.
  - b)** makes the leader's goals his or her own.
  - c)** works hard to please everyone.
  - d)** fails to understand the goals.
- 20** Leaders who encourage workers with evaluations of their work are using
- a)** feedback.
  - b)** deception.
  - c)** manipulation.
  - d)** affirmation.



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**UNIT EVALUATION  
ANSWER KEY**

**Directions**

When you have completed a unit evaluation, check your answers using this answer key.

In this key, each question and correct answer is listed, followed by where each correct answer can be found. For example, in the answer below 1.1 indicates that the correct answer is found in Lesson 1, Goal 1.

	Goal
1 c) Correct answer.	1.1

Make note of questions you answered incorrectly, and review the lesson material for those questions.

**UNIT ONE**

	Goal
1 c) accomplish a purpose.	1.1
2 a) a purpose.	1.1
3 d) of leaders and leadership.	1.2
4 c) Christian leaders.	1.2
5 a) respect for those in authority and desire to do God's will.	1.3
6 b) leadership.	1.4
7 d) God's calling or mission.	1.4
8 a) interest in and concern for people.	2.1
9 d) his father-in-law Jethro.	2.2
10 b) appoint middle leadership people.	2.2
11 c) the potential for good in the people of God.	2.3
12 d) believe about people.	2.4
13 b) maintaining strong control.	2.5
14 c) seeking group input.	2.5
15 a) persuading the Christians to trust Paul.	3.1
16 d) learned the value of training a young leader.	3.2
17 a) primarily on a task or goal and not on people.	3.4
18 c) respect and help one another.	3.5
19 d) enhancing his or her influence and effectiveness.	3.6
20 d) share decision-making and goal-setting.	3.6

**UNIT TWO**

	Goal
1 c) the courage to take necessary action.	4.1
2 c) have to be forced into leadership.	4.1
3 a) use facts to back up his abilities.	4.1
4 d) planning.	4.2
5 b) some plans may fail, but God is faithful.	4.3
6 c) indirectly to everyone in the congregation.	4.4
7 d) organize their own areas of responsibility.	4.5
8 b) Failure to communicate	5.1
9 c) imagined why it was built.	5.1
10 b) whatever the receiver thinks it means.	5.3
11 b) hold similar ideas, prejudices, and worldviews.	5.3
12 b) detailed instructions.	5.3
13 c) opportunities to express his or her own ideas.	5.3
14 d) your attention on what the other person is saying.	5.4
15 d) He worked among the people and encouraged them.	6.1
16 b) define the problem and decide to act on it.	6.2
17 a) be confident in the Lord.	6.3
18 b) clear objectives.	6.3
19 b) someone always loses.	6.5
20 c) an airing of all the issues involved.	6.5

**UNIT THREE**

	Goal
1 b) to meet a need.	7.1
2 d) leaders must be willing to assume responsibility at any cost.	7.1
3 b) very broad.	7.2
4 a) an objective.	7.2
5 a) people work better and are happier with clear objectives.	7.3
6 a) make commitments and assume responsibility.	7.3
7 d) Teach and guide people with spiritual needs.	8.1
8 c) in no way superior to other leaders in the church.	8.2
9 b) humility because God hates pride.	8.2
10 d) input, process, and outcome.	8.3
11 a) the supreme goal, doing God's work.	8.3
12 d) the past and present situations.	8.5
13 a) ego or developing pride.	9.2
14 d) overconfidence.	9.2
15 a) Jealousy	9.2
16 c) realize that all Christian leaders are subject to human weakness.	9.3
17 c) physical or emotional exhaustion.	9.3
18 d) reward and punishment theories.	9.5
19 b) makes the leader's goals his or her own.	9.6
20 a) feedback.	9.7

# FINAL EXAM INSTRUCTIONS

## **OFFICIALLY ENROLLED STUDENTS ONLY**

- Review all course objectives, application questions, self-tests, and unit evaluations in preparation for the final exam.
- Complete the final exam online using your student number and password at <http://sed.globaltraining.com>.
- Outside the USA, please submit your final exam and student questionnaire to your instructor or national office.

**Now that you have finished your study of this course we encourage you to begin the next course in this series or ask your instructor to recommend another course of study.**





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PN 03.15.01

S6261E-90

ISBN 978-0-7617-1603-7