

LDR 807-12 Leader Development: Transforming Self-Concept,

Sandra Anderson McGraw

Omega Graduate School

Nov. 5, 2023

Professor: Dr. Curtis McClane

## **Assignment**

### **Assignment #2 – Developmental Readings**

1. Create Developmental Readings from seminal sources and scholarly peer-reviewed journal articles. Review instructions for Assignment #3, the course essential elements, and course readings to identify selections of books and journals to create entries.

a. Refer to the "Student Guide to Developmental Readings" in the General

Helps folder for updated information on sample comments, the grading rubric,

and key definitions related to developmental readings.

### **Course Essential Elements**

1. Formation Science

2. Self-Concept

3. Leader Development

4. Developmental Stage Theory: Psychological, Moral, & Spiritual

**Source One:** Daud, Y. M. (2020). Self-leadership and its application to today's leader-A review of literature. *Strateg J Bus Change Manag*, 8(1), 1-11.

**Comment 1:**

**Quote/Paraphrase:** Research indicates that exceptional leadership is cultivated through self-leadership, where the leader is at the helm of decision-making. The approach used by a leader in self-leadership predicts success or failure, as managing self is a challenging management skill. Self-leadership approach is a key predictor of success or failure, as managing oneself is a tough management skill. Leaders' ability to effectively govern themselves reflects their individual leadership traits (Daud, Y. M., 2020, p. 3).

**Essential Element:** The essential element is leader development.

**Additive/Variant Analysis:** This comment is an additive to my knowledge as it helps to understand how self-leadership can be a predictor of success or failure as a leader.

**Contextualization:** This class is really making me think of leadership on another level. I never really thought about self-leadership being an indicator of success or failure as discussed in this article. I came to OGS to develop myself as a leader. This research will not only help me but now I can use it as professional development and spiritual development training with the people that I lead.

**Comment 2:**

**Quote/Paraphrase:** "Self-leadership is a critical factor for the success of both leaders and followers. Good leaders lead their organizations well. Better leaders lead themselves well first. Employers want employees who can make informed

and effective decisions. Some of the primary elements of self-leadership are self-awareness, self-management, self-efficacy, emotional intelligence, and locus of control. These elements help leaders to understand themselves better, highlight the personality, behavior, skills, talents, build better relationships, strengths, and weaknesses among other attributes that help them carry out the leadership role effectively” (Daud, Y. M., 2020, p. 10-11).

**Essential Element:** The essential element is leader development.

**Additive/Variant Analysis:** This comment is an additive to my knowledge because it gives specific areas to focus on in leading ourselves as leaders, such as emotional intelligence and locus of control.

**Contextualization:** I didn’t realize the depth of research on self-leadership. It is faith learning integration at its best because Jesus instructed us to remove the plank in our own eyes before trying to remove it in others (Matthew 7:3-5). I am also noticing that some of the same critical areas of self-awareness are coming up, which is helping me to be more self aware and deliberate with my own choices. Many leaders today are not focused on leading themselves. Yet, leading oneself in making moral, caring and ethical decisions is such a crucial piece in developing good leaders. Daud also highlighted self-management, self-efficacy, emotional intelligence, and locus of control.

**Source Two:** Neck, C. P., Manz, C. C., & Houghton, J. D. (2019). *Self-leadership: The definitive guide to personal excellence*. Sage Public

**Comment 3:**

**Quote/Paraphrase:** This book connotes that everyone exercises self-leadership. The problem is that everyone is not exercising self-leadership effectively. The external view of leadership often involves the influence that leaders have on followers. External views of leadership involves the actions of leaders influencing followers by giving order or providing motivational methods such as incentives or punishments. Yet, how we lead ourselves or how we influence ourselves is seldom recognized. “This book is not about the leadership of others. Instead, it is about something more fundamental and powerful—self leadership” (Neck, C.P., et al, 2019).

**Essential Element:** The essential elements of this book is self-concept and leader development because it is about effective self-leadership.

**Additive/Variant Analysis:** The book is an additive to my knowledge because our self talk determines our actions.

**Contextualization:** This book is based on biblical truths. It is interesting how so many biblical truths have influenced secular thought. This academic research is showing me how incredibly profound the Word of God is in its teaching and how we can expand on these biblical truths to be explicable to everyone. Jesus said in Matthew 12:34 that, “For out of the abundance of the heart, the mouth speaks” (NASB, 2020). This can be applied to external and internal communication. The Bible also teaches us that as we are who and what we think we are so we should guard our hearts (Proverbs 23:7; Proverbs 4:23). OGS is teaching me new ways to integrate my faith.

**Comment 4:**

**Quote/Paraphrase:** “To bring anything into your life, imagine that it’s already there.” Richard Bach. (Neck et al, 2019). Sandra O’Connor, a Supreme Court judge, could only get a job as a legal secretary upon graduating from law school. Michael Jordan, one of the world’s best basketball player, was cut from his high school’s basketball team. Ludwig Van Beethoven’s music teacher told him that he had no talent for music and was hopeless. The authors, Jack Canfield and Mark Victor Hansen’s book, *Chicken Soup for the Soul*, was turned down thirty three times by publishers before Health Communication agreed to publish it. When Steve Jobs presented his idea to Attari and Hewlett Parkard, they rejected his idea. Jobs continued to pursue his idea, and Apple made \$2.5 million it the first year” (Neck et al, 2019).

**Essential Element:** The essential elements of this book is self-concept and leader development because it is about effective self-leadership.

**Additive/Variant Analysis:** The book is an additive to my knowledge in understanding that the leader’s action are aligned wth the vision and determination.

**Contextualization:** Many quote Richard Bach with this quote, “To bring anything into your life, imagine that it’s already there” (Neck et al, 2019). This profound truth is recorded in God’s Word, which supports the importance of our self leadership. The Bible teaches us that where there is no vision the people perish (Proverbs 29:18).

**Source Three:** Lafmejani, A. Q. (2019). Lawrence Kohlberg's theory of moral development and its comparison with ethics from the perspective of Shia Islam. *European Journal of Science and Theology*, 15(1), 97-112.

**Comment 5:**

**Quote/Paraphrase:** "In the Shia ethical system, the intention has a pivotal role and is the basis of moral value and the source of good and bad. From a Shia point of view, only the goodness of the act (Good deed) is not enough to create moral value, but in addition to the appearance of the act, the person's motivation must be divine and good. In terms of Shia Islam, God has given the man the ability to understand good and evil, and human beings naturally understand some of the good and evil. In terms of Shia Islam, humans naturally have an inborn power for distinguishing between the good and bad. Human beings, through natural tendencies and through the power of reason or wisdom, recognize values from anti-value. Quranic verses show that God has made interest in good and hating evil in the heart of human and man has the power within himself that can distinguish between good and bad. Therefore, in terms of ethics, man is not an impartial and neutral entity" (Lafmejani, A. Q., 2019, p. 110).

**Essential Element:** The essential element is the Developmental Stage Theory: Psychological, Moral & Spiritual.

**Additive/Variant Analysis:** This is a variant to my knowledge because I don't believe in as the truth to gaining access to the Kingdom of God.

**Contextualization:** Muslims at a Montgomery County School Board Meeting in Montgomery County, Maryland led protests over the school district taking away

the rights of parents with the “Opt Out” option for with LGBTQ+ content in the curriculum. The protests for religious freedom and parental rights have grown to be more diverse with both Muslims and Christians fighting side by side for religious freedom to educate their children with their morals (MCPS, 2023) . The State of Maryland has upheld MCPS’s opt out policy. The fight is not over and this battle of having religious freedom and parental rights is not over. Lafmejani concluded in his article that “religion leads people to moral values by providing the necessary guarantees and expressing the effects and benefits of the worldly and the future of moral verbs (ethical behaviours) (Lafmejani, A. Q., 2019). People of faith who want to maintain their religious freedoms need to respect one another’s right to believe and fight together for their right to believe.

**Comment 6:**

**Quote/Paraphrase:** In Shiite’s view, what is done to please God has an ethical value. Any action (behaviour) that brings humans closer to God is good, and any action that takes away humankind from God is bad. In fact, the important point is that moral reasoning cannot be a guarantee of ethical behaviour (as mentioned by Kohlberg) while in Shia morality, religion is the guarantee of the implementation of morality. The Holy Quran introduces morality as one of the prophetic purposes. One of the functions of religion, in the field of ethics, is to provide a criterion for ethical work. Some religious teachings such as the belief in divine justice, the existence of resurrection, and the Day of Resurrection – which all human beings will see the results of their actions on that day – can provide a guarantee of morality. Overall, religion leads people to moral values by providing the



necessary guarantees and expressing the effects and benefits of the worldly and the future of moral verbs (ethical behaviours) (Lafmejani, A. Q., 2019, 111).

**Essential Element:** The essential element is the Developmental Stage Theory: Psychological, Moral & Spiritual.

**Additive/Variant Analysis:** This is a variant to my knowledge because I don't believe in Islam as the truth to gaining access to the Kingdom of God.

**Contextualization:** This article taught me that the Holy Quran introduces morality as one of the prophetic purposes ( (Lafmejani, A. Q., 2019). Morals and ethics transcends religions. Other religions and groups are replacing Christians as the moral leaders in American society. Muslims leaders stood front and center stage in the protests leading the fight for religious freedom and parental rights at the school board meeting in Montgomery County (MCPS, 2023). What I have noticed is that the Muslim population is growing and more and more Muslim girls are wearing hijabs to school as they practice their religious freedom and seem to take pride in their virtue. This leads me to want to examine the church's teaching on ethics and morality and what that needs to look like in contrast to the world's teaching.

**Source Four:** Marek, Z., & Walulik, A. (2021). What morality and religion have in common with health? Pedagogy of religion in the formation of moral competence. *Journal of religion and health*, 60(5), 3130-3142.

**Comment 7:**

**Quote/Paraphrase:** This articles concluded that, "In the refectation on the participation of the pedagogy of religion in the formation of moral competence,

the question was raised about the legitimacy of invoking religion in public life, especially in education. We note that regardless of the adopted worldview, religion is not indifferent and can be significant in the formation of human life by inspiring the thinking and actions of the person and of entire communities, including educational systems. This affirmative answer to the question posed at the beginning arises from the fact that religion is an important element of culture and has impact on human life by answering questions about its meaning and purpose” (Marek & Walulik, 2021).

**Essential Element:** The essential element is Developmental Stage Theory: Psychological, Moral and Spiritual.

**Additive/Variant Analysis:** This article is an additive to my knowledge because I believe that people are built to be in a relationship with their Creator.

**Contextualization:** In my heart I believe that religion and the role of the church in the world as a beacon of hope. It refreshing to see what I knew in my heart being affirmed through these researchers in this article. I would like to do further research on this topic because the public school system has taken out the Christian religion and has allowed humanistic and anti-Christian beliefs to replace it. With education systems removing the authority of parents to teach their children morals from their own belief systems, I believe this is directly tied to the violence of so many young people.

**Comment 8:**

**Quote/Paraphrase:** The findings of this researcher connotes that it is possible to view religion and morality as elements that support a person's sense of personal

integrity and the harmony of their various realms of existence, ultimately safeguarding and supporting their health and well being. Religion provides certain tools for achieving moral competence and conscience, which strengthens the person's general psychosomatic well-being. Religion emphasizes human life's transcendent dimension, which makes us aware of the temporary character of life on earth and the infinity of life with God. Moral competence that is gained during religious education aids in the finding of this idea. In turn, this competency makes it possible for the individual to develop an informed opinion about the compatibility of conscience and the law.

**Essential Element:** The essential element is Self Concept and Developmental Stage Theory: Psychological, Moral and Spiritual.

**Additive/Variant Analysis:** This is an additive to my understanding of the importance that religion plays in the well being of humankind.

**Contextualization:** So many people today are lost without God and glued to their devices. The finding of these authors is that moral competence is gained during religious education and makes it possible for people to develop an understanding of conscience and law. If the research demonstrates the need for religious education, the question would be, how can this knowledge be used? One suggestion might be for the churches to start where the masses of children are going everyday; public schools. What would happen if churches consider public schools as a mission field and work with Christian educators to sponsor clubs and support Christian educators and students?

**Source Five:** Letterman, R., & Muto, S. (2017). *Understanding our story: The life's work and legacy of Adrian Van Kaam in the field of Formative spirituality*. Wipf and Stock Publishers.

**Comment 9:**

**Quote/Paraphrase:** Van Kaam believe that from the moment of our conception until the end of our life that we are being formed and are forming the world around us. Van Kaam explains that an unborn child is being formed and shaped by God, and the woman's body and environment. While being molded in the mother's womb, the child is forming and shaping the mother and continues after birth. The child receives sustenance and nurture from parents and others, but also her existence, whether through cries or adoring smiles, shapes the lives of people around her. This continues throughout life. "Humans beings are being formed by and are forming the world around them. Van Kaam referred to this human potency to give form (form donation) and receive form (form reception) as formability, and noted that there is a basic human striving to maintain this potency throughout our lives. Formability is ongoing and is never static, but it is one of the dynamis of spiritual formation always present throughout our lives" (Letterman, R., & Muto, S., 2017).

**Essential Element:** The essential element is Formation Science.

**Additive/Variant Analysis:** This article is an additive to my knowledge in understanding how the sovereignty of God in every part of our lives.

**Contextualization:** This comment epitomizes the core of what I believe. Every human being is valuable to God and is forever influencing the environment

around them. The Mystery of God is the why behind unanswered questions beyond human comprehension, and these questions will only be answered when we see Jesus.

**Source Six:** Wilhoit, J. C., & Howard, E. B. (2020). The wisdom of Christian spiritual formation. *Journal of Spiritual Formation and Soul Care*, 13(1), 5-21.

**Comment 10:**

**Quote/Paraphrase:** “Christian Spiritual Formation (CSF) is also rooted in Scripture. While forms of prayer, acts of goodness, and encouraging relationships serve to foster our spiritual growth, spiritual formation is simply not *Christian* if there is no fundamental connection to Scripture. Though the Bible does not use the phrase “spiritual formation” (yet see Gal. 4:19), it is from the Bible that we discover—and we must maintain—our very notion of what constitutes spiritual formation. The gospel message of the whole of Scripture provides the framework and the aim of CSF. To be immersed in Scripture is to share the mind and heart of God. Our Scripture-soaked sharing-with-God deeply shapes the way we look at our context, our relationships, our practices, and all the other factors that contribute to our growth in Christ. At the same time, interaction with Christian Scripture is also a privileged vehicle through which formation is conducted. We want to be careful about drawing a false distinction between pious and academic reading of Scripture, and yet we must also be careful to encourage Christians to read the Bible formationally, and not just in an informational manner” (Wilhoit, J. C., & Howard, E. B., 2020).

**Essential Element:** The essential element is Formation Science.

**Additive/Variant Analysis:** This article is an additive to my knowledge.

**Contextualization:** Wilhoit's article is the core of what I believe. Studying the Word of God has to be at the center of Christian spiritual formation. God uses his Word to transform, instruct, admonish and encourage us. Many Christians today are being indoctrinated and swayed by worldliness because they are not reading and spending in fellowship one on one with God through His Word. This courses research is giving me a better understanding of the Bible's impact of transforming the world.

**Source Seven:** Sanusi, S., Musnandar, A., Sutomo, S., Ibrahim, A. R., & Lantong, A. (2022). Implementation of Character Education: Perspective of Love for All Hatred For None in Spiritual, Social and Humanitarian Characters Formation in SMU Plus Al-Wahid. *Al-Hijr: Journal of Adulearn World*, 1(2), 65-70.

**Comment 11:**

**Quote/Paraphrase:** "This research is motivated by concerns about the high level of violence, hate speech, bullying, and brawls between students in the educational environment, all of which are alarms indicating that Character Education in schools has not been maximized. This type of research is descriptive with an inductive approach to qualitative analysis methods. The data sources in this study are primary data, namely school principals, teachers, students, dormitory builders, and branch administrators of the Wanasigra Ahmadiyya Congregation, while secondary data are lesson plans and various videos on the YouTube channel of SMU Plus Al-Wahid related to the object under study. Data were obtained through

observation, interviews, and documentation” (Sanusi, 2022, p.65) Today in our beloved country, there are still many acts of violence [1], destruction, hatred towards followers of other religions, bullying in schools [2], brawls between students, immoral acts and sexual harassment [3], and abuse of alcohol, drugs and illegal drugs [4]. All of this shows a moral decline caused by many factors.

A(Sanusi, S., et al, 2022, p. 66)

**Essential Element:** The essential element is Formation Science.

**Additive/Variant Analysis:** This is a variant to my knowledge because I don't believe in Islam as the truth.

**Contextualization:** This article involves leaders researchers in Indonesia concerned about some of the same issues that we are seeing here in America. It is interested to me to see how the researcher are advocating for character education to be part of the school curriculum. As indicated in other research, religion, not character education, is one the the highest predictors of people making moral decisions (Wilhoit, J. C., & Howard, E. B., 2020). Mankind was made to be in a relationship with our Creator. Religion connects us with a divine being an answers questions of purpose and hope.

**Comment 12:**

**Quote/Paraphrase:** “The implementation of character education by instilling the values of the motto 'Love For All Hatred For None' at SMU Plus Al-Wahid is the first representation of the dedication of the Ahmadiyya Community to the state to educate the nation's children; secondly, as an inclusive effort from the Ahmadiyya Community towards anyone who wants to know Ahmadiyah, he is an object of

study that is free to be studied openly in a healthy, scientific and impartial scientific context, and thirdly in the internal context of the Ahmadiyya Community. The existence of SMU Plus Al-Wahid is very important in efforts to maintain, pass on, and develop the values of Love For All Hatred For None and to combat the militant spirit of the younger generation” (Sanusi, S., et al, 2022).

**Essential Element:** The essential element is Formation Science.

**Additive/Variant Analysis:** This is a variant to my knowledge because I don't believe in Islam as the truth.

**Contextualization:** Muslim schools in Indonesia are trying to instill moral values. The “Love For All Hatred For None” campaign is needed worldwide. My prayer is that the Christian community can become more united. We are so fragmented that we are losing our children. My knowledge has increased through learning about formation science and spiritual growth. It has been eyeopening to see researchers of other religions integrating Christian teaching into their societies with their religions. This is another examples of certain truths transcending across cultures throughout the world.



### Works Cited - yellow book

- Daud, Y. M. (2020). Self-leadership and its application to today's leader-A review of literature. *Strateg J Bus Change Manag*, 8(1), 1-11.
- Lafmejani, A. Q. (2019). Lawrence Kohlberg's theory of moral development and its comparison with ethics from the perspective of Shia Islam. *European Journal of Science and Theology*, 15(1), 97-112.
- Letterman, R., & Muto, S. (2017). *Understanding our story: The life's work and legacy of Adrian Van Kaam in the field of Formative spirituality*. Wipf and Stock Publishers.
- Marek, Z., & Walulik, A. (2021). What morality and religion have in common with health? Pedagogy of religion in the formation of moral competence. *Journal of Religion and Health*, 60(5), 3130-3142.
- Montgomery County Public Schools (MCPSS). (2023, June 28). *Muslim-led groups protest for opt-out from LGBT material in Montgomery County Maryland Schools* [Video]. YouTube.  
<https://www.youtube.com/watch?v=3yJPaa0qN8o>
- Neck, C. P., Manz, C. C., & Houghton, J. D. (2019). *Self-leadership: The definitive guide to personal excellence*. Sage Public.
- New American Standard Bible (NASB), 2020. *Lockman Foundation*. (Original work published in 1960).
- Sanusi, S., Musnandar, A., Sutomo, S., Ibrahim, A. R., & Lantong, A. (2022). Implementation of Character Education: Perspective of Love for All Hatred For None in Spiritual, Social and Humanitarian Characters Formation in SMU Plus Al-Wahid. *Al-Hijr: Journal of Adullearn World*, 1(2), 65-70.

Wilhoit, J. C., & Howard, E. B. (2020). The wisdom of Christian spiritual formation. *Journal of Spiritual Formation and Soul Care*, 13(1), 5-21.