Transforming Self-Concept for Leader Development

Aliaya Epps

Omega Graduate School

November 10, 2023

Professor

Dr. Curtis McClane

Assignment

### *Developmental Readings*

Review Assignment #3, the course essential elements, assigned readings, and recommended readings to identify selections of books and scholarly articles to identify and select developmental reading sources and entries.

* Refer to the “[Student Guide to Developmental Readings](https://drive.google.com/file/d/161V_FaYR2BnNGCSFUlWPjUSIQzcH04Hq/view?usp=share_link)” for updated information on sample comments, rubrics, and key definitions related to developmental readings.

**Source One:**

Obare, A. (2022, December 14). *Imago Dei, shalom and the success of Christian leadership*. SSRN. https://papers.ssrn.com/sol3/papers.cfm?abstract\_id=4285265

**Comment 1:**

**Quote/Paraphrase:** The commitment to base one’s leadership on a Christian worldview, and at the most basic, the application of Imago Dei and Shalom paradigms, can produce success for a Christian leader

**Essential Element:** Self- Concept- Imago Dei

**Additive/Variant Analysis:** This is an additive to the belief that the concept of Imago Dei is the foundation for a successful Christian leader.

**Contextualization:**

I had never heard of *Imago Dei* prior to taking this class. Beyond that, I have never considered how I was created at all. I knew that I had purpose, and have always known what that purpose was, to help people. I think to base ones leadership on a Christian worldview means to funnel my influence through the eyes of the creator for the work of the creator.

**Comment 2:**

**Quote/Paraphrase:** Christian leadership should focus on valuing employees by investing in the promotion of relationships. Adopting God’s original pattern, leaders should encourage intrapersonal, interpersonal, and inter-group relatedness. This will build the workers engagement and commitment organizational goals as well as boost comradery

**Essential Element:**  Self-Concept- Imago Dei

**Additive/Variant Analysis:**  This is an additive to the exploration of Imago Dei in terms of self-concept.

**Contextualization:** Recently I took the clifton strengths assessment. Two of my top are individualization and connectedness. When I met with the coach to go over my results she explained that connectedness was my relationship with God and that individualization was my relationship with people. So when I read that Christian leadership should focus on the promotion of relationships it begs the question of how to I leverage the strengths of individualization and connectedness for that purpose?

**Source Two:**

Vazquez, S. A. (2022, May). *A phenomenological study of multi-ethnic churches that have effectively managed ethnocentric biases and cultivated imago dei-centered relationships*. Scholars Crossing. https://digitalcommons.liberty.edu/doctoral/3608/

**Comment 3:**

**Quote/Paraphrase:**For some, there may be a disconnect between the mind and the heart, particularly when one tries to make sense of another whose ethnicity, they are unfamiliar with, or worse, whose mind has a hardwired implicit bias from earlier years.

**Essential Element:** Formation Science

**Additive/Variant Analysis:**  This is a variant

**Contextualization:**  I think for me there is not a disconnect between the mind and the heart when processing another’s ethnicity. If we think about the other essential element of Imago Dei, that is looking at all of humanity through the lens in which the creator created us. That is our blueprint for how we process ourselves and each other. To say that there is a disconnect allows sympathy and even worse empathy for bigots and racists.

**Comment 4:**

**Quote/Paraphrase:**This blind spot in the retina has no light-sensitive cells. Therefore, the light that arrives at that spot has no pathway to the visual areas of the brain. Yet, the brain is a remarkable thing; it fills the blind spot with something that makes reasonable sense so it can continue making sense of what the spot cannot see (p. xi-xii). Implicit biases behave in curiously similar ways. When the human mind lacks information to fill a spot or gap, it fills it with what it thinks it knows, or what makes sense.

**Essential Element:** Formation Science

**Additive/Variant Analysis:**  I am not sure

**Contextualization:** This excerpt is rather fascinating to me. I understand the analogy quite well. I think it raises questions which is why I could not determine if it was an additive or variant. If our brain does this does it default to something negative? Reason being in the previous quote it talked about why there are implicit biases against other ethnicities.

**Comment 5:**

**Quote/Paraphrase**

**Essential Element:**

**Additive/Variant Analysis:**

**Contextualization:**

**Source Three:**

Christensen, P. (2023). Wholeness: Recognizing the Imago Dei in Disability. *The Covenant*

 *Quarterly*, *81*(1), 31-40.

**Comment 6:**

**Quote/Paraphrase:**

The absence of people with disabilities in the church indicates that the church has not yet grasped deeply enough the essence of the gospel; and conversely, God’s people have drunk too deeply from the well of cultural ideology with regard to wholeness and brokenness.

**Essential Element:** Self- Concept

**Additive/Variant Analysis:** This is an additive to the the discussion of impact of Imago Dei

**Contextualization:** I myself am neurodivergent and I have some other physical ailments as well. Absence is the perfect description of people with disabilities within the church. It’s not even a lack of representation. But if I am created by God and in the image of God, than I am whole. I am only broken and separated from God due to sin. The terms brokenness and wholeness in respect to physical limitations isn’t new to me. Often I have been told that my physical issues are a result of sin or a generational curse.

**Comment 7:**

**Quote/Paraphrase:**

Many Christians and denominations supported the eugenics movement and more specifically, the American Eugenics Society (AES). The eugenics movement sought to improve the human race by limiting the reproduction of “undesirables”: immigrants, People of Color (particularly African Americans), and those with disabilities. It was believed that these groups of people were less intelligent, had criminal tendencies, and were a drain on societal resources.

**Essential Element:** Formation Science

**Additive/Variant Analysis:** This is an additive to formation science and self-concept,

**Contextualization:** As an African American with a disabilitty I would have been a person that Christians tried to sterlize. This is people playing God. I think this sheds light on the darker side of humanity and having a warped perspective of God. This is a clear indication of what happens when we remove ourselves from God. I mean to say the only

**Source Four:**

**Comment 8:**

**Quote/Paraphrase:**  namely, that the concepts of leader and leadership development are often used interchangeably and indeed indistinctly. Many studies purport to discuss leadership development when in fact they refer to leader development, and vice versa (Dalakoura, 2010). Opting to develop a leader, on the one hand, also implies enhancing human capital – i.e., growing the individual capacities drawn on to build intrapersonal skills (Cullen-Lester et al., 2017; Day, 2000). Opting to develop leadership, on the other hand, amounts to developing social capital – i.e., building commitments and mutual obligations.

**Essential Element:** Leader Development

**Additive/Variant Analysis:** This is an additive to the topic of leader development in comparison to leadership development.

**Contextualization:** I think this is the most perfect explanation of the difference between leadership development and leader development. The focus on developing leaders is to focus on the humanity side, to increase the awareness of the Imago Dei and doing kingdom work. Leadership development focuses on the outcomes of skills needed for a particular structure.

**Source Five:**

Roupnel, S. (2019, April). *Three programs that maximize learning over time leadership development:*. Journal of Leadership Education . https://journalofleadershiped.org/wp-content/uploads/2019/04/18\_2\_rupnel.pdf

**Comment 9:**

**Quote/Paraphrase:**  That being said, leadership development is no longer just the outcome of traditional training programs but is also the result of a series of activities designed to develop employees by aiding them to learn from their work and their superiors.

**Essential Element:** Leader Development

**Additive/Variant Analysis:** This is a variant.

**Contextualization:** I do believe that leadership development is still viewed as the outcome of traditional training programs. I am a teacher and in the education field our professional developments are solely outcome driven based on trainings provided. If I were to matriculate to a higher position like a department chair or assistant principal, then I would be able to learn from my work and that of my lateral coworkers not my superiors.

**Source Six:**

Basye, E. C. (2023, February). *Unearthing leadership: A leadership development curriculum to equip individuals for the flourishing of vulnerable communities*. Digital Commons @ George Fox University. https://digitalcommons.georgefox.edu/dld/16/

**Comment 10:**

**Quote/Paraphrase:**

 Do we view them through a lens of deficit, highlighting only what is lacking, or through the lens of asset, seeing each person's unique value and worth? This lesson has challenged and transformed not only my outlook and engagement with people, but also made a powerful impact on my participants' lives

**Essential Element:** Developmental Stage

**Additive/Variant Analysis:** This is an additive to the developmental stage

**Contextualization:** As I stated I recently took the clifton strengths assessment. In my coaching session I was taught that the difference with clifton strength coaching is the sole focus is to learn more about my strengths and how to leverage them. What is usually the focus in leadership development training that I have been a part of, is identifying weaknesses or opportunities for improvement and focusing on strengthening those ares.

**Source Seven:**

Modine, M. (2013, April). *Humanity in god’s image and the future of creation - WHDL*. https://apnts.edu.ph/mediator/. https://whdl.org/sites/default/files/resource/periodical/Mediator\_9.1.9\_Lodahl.pdf

**Comment 11:**

**Quote/Paraphrase:**

Precipitated by the two different terms in Genesis 1:26-27, theologians have pointed out the distinction between created in God’s tselem (“image”) and in God’s demut (“likeness”). Tselem primarily refers to representations, and is connected with the Hebrew term sel, “shadow.” Demut is derived from the verb damah, “be like” or “resemble,” and so it carries the meaning of “likeness” or “resemblance.

**Essential Element:** Self Concept

**Additive/Variant Analysis: not sure**

**Contextualization:** I think I would need more clarity on what is meant by shadow? Is this referring to the bore sinner? Is it referring to the free will? What exactly is the difference between image and likeness and how does that apply to our self-concept?

**Comment 12:**

**Quote/Paraphrase:**

We must think of the imago Dei more in terms of a potentiality for being that is given to man with his very being, than in terms of a fixed ‘endowment’ or ‘nature’.

**Essential Element:** Self Concept

**Additive/Variant Analysis:** This is a variant in the belief of Imago Dei

**Contextualization:**If Imago Dei means to be created in His image that it is our literal nature. The potential is a different matter entirely. It is my nature to create, I have the potential to create thousands of stories, do you see how the two are mutually exclusive?

**Works Cited**

Basye, E. C. (2023, February). *Unearthing leadership: A leadership development curriculum to equip individuals for the flourishing of vulnerable communities*. Digital Commons @ George Fox University. https://digitalcommons.georgefox.edu/dld/16/

 Christensen, P. (2023). Wholeness: Recognizing the Imago Dei in Disability. *The Covenant*

 *Quarterly*, *81*(1), 31-40.

Modine, M. (2013, April). *Humanity in god’s image and the future of creation - WHDL*. https://apnts.edu.ph/mediator/. https://whdl.org/sites/default/files/resource/periodical/Mediator\_9.1.9\_Lodahl.pdf

Obare, A. (2022, December 14). *Imago Dei, shalom and the success of Christian leadership*. SSRN. https://papers.ssrn.com/sol3/papers.cfm?abstract\_id=4285265

Roupnel, S. (2019, April). *Three programs that maximize learning over time leadership development:*. Journal of Leadership Education . https://journalofleadershiped.org/wp-content/uploads/2019/04/18\_2\_rupnel.pdf

Vazquez, S. A. (2022, May). *A phenomenological study of multi-ethnic churches that have effectively managed ethnocentric biases and cultivated imago dei-centered relationships*. Scholars Crossing. https://digitalcommons.liberty.edu/doctoral/3608/