



2025—Bibliography for Assessment Training

I am reviewing these books for you to understand how I use them in assessments. In the context of the instruments themselves I refer to these books. I most often state that an particular book will not help a person to just read the book, they need a coach or have the sponsoring agency assign someone who understands the book to help them internalize the book. It's not just reading the books but as people integrate the principles presented in them will their lives change. This is very important, otherwise there is a fading effect of what is learned. One of the problems with our culture is we can become like the Pharisees; we know more than what we can live because we've read so much. In the same way, I encourage *you* to have someone help *you* to practice what *you* read.

LEADERSHIP:

- *5 Gears*—by Jeremie Kubicek, et.al.

This is a short book that examines the five gears everyone has in their life, from the first, which is what really restores you, to the fifth, which is called deep work. This is the work that takes deep concentration, non-interrupted, and you must be in the zone to do. The premise of the book is that we need all five gears in our life. However, often we have one or two gears we feel most comfortable with. I use this book when I am dealing with a high "D," hard charging kind of person that struggles restoring themselves. You can sense that because they are on the edge. All of us have natural gears but we need to have all five gears manifested in our lives to be healthy. The authors are believers but it is not Christian based.

- *A Failure of Nerve*—Edwin Friedman

This author counseled six presidents while they were in office. He is Jewish, a scholar, and wrote *Generations to Generations*. His perspective is that most leaders are great leaders until they experience terrorists within their own organization. Then they experience a failure of nerve and fail to lead. He built this book off of Columbus' journey sailing the ocean blue. This is a great book for leaders who lack the nerve to stand up and fight internal tension or resistance. For example, when I assess a planter who lacks the Winning score on the Conflict Profile or the "D" on the DISC I recommend they read this book. It will not change their "D" behavior but it will help them understand how terrorists within the organization work and how to combat them. This is one of my top five books.

- *A Long Obedience in the Same Direction*—Eugene Peterson

This is a great book for when I am dealing with a high uncontrolled or unprotected "I" behavior or someone who lacks discipline. This is a great book on how God honors a long obedience in the same direction, not just having exciting things happen every day.

- *Adapt: why success always starts with failure*—Tim Harford



I suggest this book if I am dealing with a perfectionist or someone who has highly perfectionist standards or qualities, which can be a “CS” on the DISC, has highly structured values, or on the 16PF they are high on the Perfectionist, Tense, or Rule Conscientious scales. If I think they are not able to simply free themselves up this is a great book for that. He analyzes everything we look at, every invention, and how every company has started with failure. Success only comes when we try things that don't work and we fail and adapt. It is not Christian based but excellent on helping one understand that failure is an essential part of success.

- *Anxious Church Anxious People*—Shitama

Jack Shitama does an excellent job of taking Friedman's work (*Failure of Nerve, Generations to Generations*) in Bowen Family Systems and applying it to the local church. He appropriately gives credit to Friedman but does him a great service by simplifying the principles without compromising the integrity of his work. The book focuses on how a pastor can increase or decrease the anxiety of members in the church by developing their own “non anxious presence” in the way they lead and serve the congregation,

- *Brain Chains*—Theo Compernelle

This is some of the work Dr. Caroline Leaf has based her work on. This is about how our brains get chained and about the neuroplasticity of our brains. It gives suggestions for how you can break thought patterns.

- *Breaking all of the Rules*—Buckingham

Buckingham wrote this after the Strengths Finder came out. It's a great leadership book for people who think leadership is getting people to do what you want them to do. His point is if you really want to create a leadership legacy you must learn to break all the rules, which is contrary to much of the culture today. He found that people who were most effective actually broke all the rules and were not the standard leader.

- *Broken Dreams*—Larry Crabb

If I am dealing with people who are in the convergent stage who have not been broken or are going through a breaking stage, this is a great book. This is about when Larry was diagnosed with cancer and thought he was going to die. It dives into how you handle things when your whole life crumbles. His point is that God breaks our dreams so he can give us something better. It may not look the same and we must let it go.

- *Building the Bridge as you Walk on it*—Robert Quinn

Quinn wrote this after studying hundreds of leaders. This is not Christian based. He assessed people who said they are fulfilling the vision they always thought they would fulfill, but he argues they are not and that they wrote the vision as they walked on it. He was with many leaders as they were just starting because he had been in leadership training for fifty years. When they've accomplished their vision they tell everyone this is what they always envisioned, but Quinn worked with many of the leaders when they first started and knew it wasn't true. He saw leaders build the bridge as they walked on it. We



always revise history. It's a great book on how so often we don't fulfill the dream we thought God has called us to fulfill but actually we revise it as we go along. It's very helpful for people just starting out who think they should have a vision all laid out and know exactly where they are going. Instead, they can just trust God as they go along.

- *Chatter*—Ethan Kross

Ethan deals with the talk that continues without ceasing in our own minds. He gives scientific research for understanding what is happening in our minds. He then identifies the internal and external sources of such and how to quiet or appropriately use this noise. He addresses how our electronic world exacerbates this phenomenon. It is a fun and helpful read.

- *Coaching for Emotional Intelligence*—Bob Wall

This is a great book on helping one develop the four components on emotional intelligence: knowing your emotions, expressing your emotions, knowing other's emotions, and helping them express their emotions. It's a small but great book.

- *Critical Journey of Faith*—Janet Hagberg and Robert Guilech

The authors talk about six stages of faith development people go through. She is Jewish and he is Baptist. It is healthy and I use it for people struggling with their faith. Their point is that everyone in their faith journey comes to a critical point where they hit the wall. Its analogous to *The Making of a Leader* (listed later), which has more to do with leadership development. This book is more about faith development. They follow the same path about hitting a wall and getting through it.

- *Cultural Mapping*—Erin Meyers

This is a newer book written by a French author. It focuses on the eight factors that distinguish cultures one from another. So, as we work with people who are planting in multi-cultural contexts this can help them gain an understanding of different cultures and the eight factors that influence a culture such as time, relationships, etc.

- *Deep Change*—Robert Quinn

This book is very helpful for pastors who want to change their church and take it in a different direction. His point is if you want to change your organization first you must go through deep change. If you come in from the outside thinking you are going to change an organization what will probably end up happening is you will leave before the change is implemented. It is honest and upfront about how organizational change takes place. This is written for organizations, not churches. It is very effective and if you want to lead your organization through change you need to go through deep change. This is one of my top ten books of all time. However, it is a difficult book to read. One out of ten people can take this book and learn from it. If you are really going to help people change you must know what it will require of you.



- *Deep Work*—Cal Newport

This focuses on the fifth level gear from the book *5 Gears*. He doesn't call it this but that is what he is referring to. The problem with our culture today, because of social media and such, is that we are not doing deep work. We are not deep thinking, coming up with deep conclusions, we are not doing the deep work. Why? Because we are too wired and too connected. So, if you are going to do deep work this book shares what you must do. I use this when I have planters who are burning out, someone who is not able to take time to look deeply at himself or herself, or with people who are living at the surface level.

- *Emotional Intelligence for Dummies*—Steven Stein

This is one of the top five books I recommend to help people develop their EQ. It is part of the "Dummies" series. Stein is an academician who gives practical steps to developing EQ. My coach recommended I start journaling not what I did in a day but what I felt. This included reflecting on questions such as, "What did I feel today? What did I think people felt around me?" As one journals, they will become more aware of those things and as time plays out they can see the results and can change their behavior in light of this. They can then help others in healthy ways express and process their emotions. This can result in behavioral changes based on one's emotional cues, which is a skill discussed in the book.

- *How Great Leaders Think: The art of reframing*—Bolman & Deal

They are secular authors and in this book talk about political and human relations. There are four models they use. If there is a leader that is one behavioral trait, such as just a "D" who leads only like a "D," this book will help them see that this might be their wiring but it is important to learn all four ways of leading. Their point is that great leaders do not have just one way of leading in their quiver, but rather have at least four, and know the appropriate time to use them. They help you reframe a situation so you can lead in a different way.

- *How People Grow*—Cloud and Townsend

This is a culmination of all their writings. I don't recommend this to a lot of people. This is for people who are going to help people grow. It helps identify the theological and emotional issues in growth. It's not just helping a person think right but helping them emotionally process.

- *Iconoclast*—Gregory Bern

Caroline Leaf did much of her work based on Bern's research. He looks at brain research on great people we know. This was some of the foundational brain research.

- *If You Met My Family, You'd Understand*—Shitama

This is a primer for Bowen Family Systems which gives the major principles and applications without overburdening the reader with deep psychological terms or theories. As with his other books, Shitama is a master at applying Bowen Family Systems to everyday life for an ordinary person. One does not feel overwhelmed in



understanding or living out these principles.

- *Integrity*—Henry Cloud

This book helps me understand that some issues are not narcissistic issues but rather integrity issues. People with issues of integrity should address their issues or get out of leadership. I am not afraid to deal with these types of people in the context of an assessment. He identifies some of those attributes not as narcissism. This could be a high "I" who over promises and under produces. Someone can blame it on their characteristics, attributes, or wiring but it really has to do with integrity and not producing what you say you are going to produce. It helped me stop excusing behavior from people based on their personality but began calling it what it is, sin.

- *Leadership and Self Deception*—The Arbinger Group

This is the book that talks about how leaders handle conflict. Their point is most leaders tell themselves a story about those people that don't agree with them. This could include things like, "They don't know what they are doing, where we are going, they don't trust God etc." But the reality is as leaders we are deceiving ourselves. They say if leaders don't stop deceiving themselves they will never be able to lead people effectively. Too often leaders dismiss people because they tell themselves stories about them. The only way we can tell stories about them is so we can live with ourselves. We make up a narrative for them about them, which is why and how we justify writing them off. This would be beneficial for improving Emotional Intelligence and Conflict Profile. This is a parable and a quick read.

- *Leadership on the Line*—Ron Heifetz

This is about Emotional Intelligence, and talks about how a person can go to their balcony in the middle of a conversation. As leaders, it is so important for us to go to our balcony and see what is happening. For people who struggle with believing emotional intelligence is important this is a helpful read.

- *Let your Life Speak*—Parker Palmer

The premise of this book is if you want to know where you are going look at where you have been. His point is that God is not surprised by your next move. When I have people who are struggling with what they should be doing next this is my first book for them to read. This is a short book and done humorously. God isn't going to say, "Oh no, what am I going to do with this person now?" God has actually been preparing you your whole life for this next moment.

- *Life without Lack*— Dallas Willard

This came out recently. Willard passed away five years ago and a book of his has just come out! They found a series he had done that was recorded in a church and they turned it into a book. It is well done and for people who are not content or are frustrated with where they are. His point is based on the 23rd Psalm, "The Lord is my shepherd and I lack nothing." It's about living your life with Christ and truly believing your life lacks



nothing. It is one of the best books I've read in the last few years. I use this book with people who are struggling with trusting God or struggling with where they are and wanting to get to the next thing, believing once they get there they will be content. His point is if you are not content with where you are you will never be content. If you are a planter, this book brings in the perspective that if you are not content now you will not be content after the plant. You might be burnt out but you won't be content.

- Mindset—Carol Dweck

This is one of my top five books. *Outliers* by Gladwell is based on this book. She is the one that did all the research he wrote his book on. This is a primary book for people who think they know it all. She was a researcher at Columbia and now at Stanford. Her point is that there are two kinds of people in the world: those who have an open mindset and those who have a closed mindset. Closed mindset represents someone that thinks they know what they need to know to do what they need to do. Open mindset is always being open to learn something new. She watches kids and follows them into adulthood. It is well founded on solid research. Bottom line is if you have an open mindset you don't mind failing because you are going to learn something. If you have a closed mindset you will only take on what you know you will succeed in. Therefore, you only take on things that will make you look good.

- Mission Drift: The unspoken crises facing leaders—Peter Greer

This is very helpful for planters. It's about organizations and at what points they experience mission drift.

- Multiplier—Liz Wiseman

This book is based on the premise that if you are the smartest person in the room, you are in the wrong one and shouldn't be there. You should always be surrounding yourself with people who are smarter. This is one of the premises of a narcissist — they are always the smartest person in the room. If I have a person I am sensing has narcissistic tendencies, I will recommend they read this book. Her point is if you are not able to unleash people who are smarter than you to do what you don't even dream of doing now you are leading in the wrong wiring and in the wrong position.

- Ordering your Private World—Gordon MacDonald

This is a great book for anyone who has lacked any kind of sector in their leadership.

- Primal Leadership—Daniel Goleman

Goleman was the first one to write on EQ but didn't call it such. If you are going to lead at a primal level you must lead through EQ. I have people who don't value emotional intelligence read this book.

- Renovation of the Heart—Dallas Willard

This is the best book on holiness I've ever read. His point is if you are not growing in holiness there is something wrong. Some reformed people struggle with his treatment of



holiness. He says things like, "Some people's souls are so damaged on this earth that they'll never experience holiness." This is helpful for planters who have a passion to help everybody and get everybody whole. This book posits that you should realize because of abuse and other factors, it may not happen for everyone. It is a great read for helping people who will try to help others grow. This is one of his three books on spiritual theology.

- Shift—Ethan Kross

This book follows Ethan's book entitled Chatter. Shift deals with identifying and training individuals to shift their emotional focus. He gives six shifts that enable people change their emotions from destructive to constructive forces in their lives. Three shifts are internal (Sensory, Attention, Perspective) and external (Space, Relationship, Culture) which different individuals will find some more helpful than others. It is a well-researched yet easy to read book.

- Soul Keeping—John Ortberg

This is Ortberg's more simplified version of *Renovation of the Heart*. This is not meant in a bad sense, but most people cannot read Willard and hang in there with him. Ortberg who is a great writer, takes it and does a great job with it. There is a video series that goes along with the book.

- Spirit of the Disciplines—Dallas Willard

Dallas Willard is in classic form in this book. He identifies how one becomes like Jesus. To be like Jesus, one has to do what Jesus did to get there; practice the disciplines that Jesus practiced. This book is foundational for someone looking to learn how to experience spiritual transformation as well as how to understand spiritual transformation in others. This is one of his three books on spiritual theology.

- Strength to Strength—Arthur Brooks

Brooks is on faculty at Harvard and has spent much of his research on happiness. He was bothered why so many imminently successful people early in life, were very unhappy as they aged. He identifies how our intelligence changes over our lifetime and only as we grasp and live into the qualitative difference between Fluid and Crystallized intelligence (Cattell described in his research) will we as individuals be able to find fulfillment and happiness throughout our lifetimes. He is a Christian (Catholic) who clearly sees one's relationship with God as the foundation for his principles, however this book (and all his books) are as applicable to those who are far from God as they are for Christians.

- Stuck—Terry Walling

Terry Walling was a mentee of Bobby Clinton who wrote *The Making of a Leader*. He took this book which was horribly written but is great stuff. Terry Walling took his content and put it in his version. I now recommend Stuck rather than *The Making of a Leader*.

- The Advantage: why organizational health trumps everything—Patrick Lencioni



In this book, he explains that the health of your organization in the process of getting stuff done is more important than simply getting things done. It is a compilation of all his work.

- *The Divine Conspiracy*—Dallas Willard

This third book in his trilogy of spiritual theology presents “discipleship to Jesus as the very heart of the gospel.” He asserts that eternal life begins with confidence in Jesus is a life in his present kingdom, now on earth and available to all of us. The message is specifically a good news for our life now, not just for after we die. Eternal life is about living now as his apprentice in kingdom living. Our future will be a natural extension of the faith which we live now and the life in which we now participate.

- *The E-Myth Revisited*—Michael Gerber

This is a secular book and is great for people who don't believe in systems. There are many planters who are just creative and catalytic, think they are off the charts, and can draw people to themselves and have great gathering skills. However, if they don't develop systems they will fall flat on their face. If you cannot develop systems to do what needs to be done then don't even begin because you are going to hurt yourself and everyone involved with you. You get their hopes up and then you crash.

- *The Gift of Being yourself*—David Benner

Much like *Let Your Life Speak*, this is a book for people who may not appreciate their uniqueness. He is the one who first introduced the enneagram twenty-five years ago. He wants people to appreciate their uniqueness. It is a well-done book.

- *The Making of a Leader*—Robert Clinton

A classic book on leadership development. The concepts in this book are invaluable but unfortunately they are wrapped in some very difficult language. This was much of Clinton's course in the Dmin. at Fuller on leadership development. He shares how all leaders from the NT era through to today follow a similar path in developing their competencies and fulfilling their call. He outlines six stages which leaders may process through or become caged in. Unfortunately, too few leaders process through all stages in their lifetimes.

- *The One Thing*—Gary Keller, et. al.

I recommend this book to people that see themselves as victims. He talks about the difference between becoming accountable and becoming a victim. He outlines the process of how you become a victim by ignoring accountability. It is a twelve-step process. If you want to stop being a victim, it is important to develop healthy accountability relationships. If you have someone that feels like a victim and has been beat up and feels like they can't do things this is a great book to give them. It provides concrete steps to develop accountability to see what God wants to do in their life.

- *The Organized Mind*—Daniel Levitin



This is a great book based on the most recent brain research. Considering the information age and all the things coming our way, it examines how we get things done and keep everything straight. It's about how we deal with cognitive fatigue. Most people today experience this but don't realize it. They process so much information in such a short period of time that they experience cognitive fatigue. He gives practical steps such as getting a wardrobe that is all black, grey, and white so in the morning you are not worried about what to wear because it is simply another cognitive decision. It helps you free up your mind to do the things you really want to do and not worry about the things you don't want to do.

- *The Sacred Romance*—Curtis & Eldridge

Sacred Romance is a book on having a love affair with Christ. Curtis died shortly after writing this book in a climbing accident, but Eldridge continued the theme through several other books. The premise of this book is that one's relationship with Christ is not based upon performance. Most Christian leaders know this in their heads, but don't act like in through their lives. This book brings this truth into excellent focus.

- *The Speed of Trust*—Stephen Covey

This is the son of Stephen Covey, author of *The 7 Habits of Highly Effective People*. This book relates to EQ. When people think EQ is not important this explains why. In the first few chapters he states how there are millions of dollars lost in organizations because people don't have trust, which is a result of a lack of Emotional Intelligence. If you have high EQ in an organization people have high trust. Then he explains how you develop trust.

- *Unhindered*—Charity/Walker

Charity Byers and John Walker have counseled many of the independent mega churches. Their perspective is that most therapists and counselors deal with behaviors and they deal with the precipitating issues of the heart. They have four conditions/truths of the heart that they believe all these pathologies develop from. One is that God is good all the time. Two is that as he has redeemed us we are good enough and he accepts us. Three is that other people are good enough. Four is that life is good no matter what happens and you can trust God. After 30 years of seeing this approach in leadership, their point is that almost all the leaders they've dealt with have right thinking in their head but in their heart they really don't believe it. Therefore, they are workaholics because they are trying to prove God is good and that he will love them if they are good enough. So, they discuss how to change the heart.

- *Tribal Leadership*—David Logan, et. al.

The premise of this book is it's not up to you to lead. Based on their research, all great organizations are led in triads. There are three people in a triad relationship and there might be a leader in the triad but that leader clearly empowers the other two to lead well and then they all function in other triads. It is an interesting concept and the point is that if there is agreement on mission, vision, and values then you can free people up to lead in



whatever way God says they should lead. Any time I have someone who wants to lead solo I encourage them to read this book. It is well researched.

- *Tribes: you need to lead us*—Seth Godin

Godin makes the case that leaders don't need to look for positional leadership rather they need to be leading where they are. We need to create communities (tribes) that have a passion like ours and pursue impact. Too often, individuals look for others to "bless" their leadership or to receive a position for such. Godin encourages leaders to lead and look for others who want to join them.

- *You are not your Brain*—Schwartz and Gladding

This book on brain research describes the difference between your brain and your mind. For too long, individuals have not understood the difference between the organic matter known as the brain and the conscious functioning that takes in the mind. Their research agrees with most current research that the mind and the brain are inextricably linked. As the mind thinks so the brain rewires itself and vice versa. The strength of this book is that your mind is not your brain and your mind can change the way your brain is structured.

MISSIONAL:

- *Becoming a Disciplemaker*—Harrington & Wiens

This is about an individual who makes disciples who make disciples. It looks at how we are not only called to make disciples through our gifts and ministries, but also how we are called to make disciples who make disciples who make...you get the idea. But few of us do it!

- *Becoming a Level 5 Multiplying Church*—Exponential

The church across America and much of the world is committed to populating buildings with attenders. This book is a challenge to this church to being committed to building disciples who can go out and start new churches to make disciples who can repeat the cycle. The goal of the church should not be to amass as many believers in one physical building or location as possible, but rather should be expanding the Kingdom of God through multiplication rather than addition.

- *Deep & Wide*—Andy Stanley

The phrase goes, "You can't judge a book by its cover". And this applies as much to churches as it does to books. It is easy to judge a church like North Point Church in the Atlanta area without knowing the strategy and structure which are its foundations. In this book Andy clearly explains how their Weekend services are strategically oriented to reach people who are exploring their faith and yet, provide venues for building disciples who are deeply committed to their faith and submission to Christ.

- *Dying to Restart*—Turner & Wiens

How many churches will close this year? Estimates vary, but it will be tens of thousands. Too often those assets are lost for the Kingdom. This book is about an intentional



strategy to repurpose existing church assets for Kingdom expansion through allowing churches to die a healthy and legacy producing death. Jesus tells us that unless a seed dies, it will never produce 30, 60 or 100-fold. Thousands of church buildings are attempting to keep their doors open and are inadvertently keeping the Kingdom of God from expanding because of them being wedded to old wineskins.

- *God Space*—Doug Polluck

This is for people who struggle with evangelism. Either they are not evangelistic or they have trouble by just wanting to love people and let their love lead them to Christ. In this book, he states that you must create God space to work. It's not arguing or talking but creating conversations that create God space to work.

- *How God is in Business*—Willard

This is one of Willard's posthumous books and is a twenty-page paper that came out a few years ago. It is targeted to business people and about how God is in business. God is not just in business, God's business is business. It's not the church. We've taken the church and made it God's business when in fact his business is really business. We've perverted business. Business was originally created by God to serve people and extend his love. Every business should meet a need of others or show God's love. We've made business about earning money rather than extending God's love. Now we've made church about getting seats filled. In both areas we have perverted the metric. I recommend this to pastors who are working with high powered lay people.

- *Irresistible*—Andy Stanley

He challenges the paradigm of the local church. Get the audible version because he shares much more on the audible. In this somewhat controversial book, Andy gives a paradigm for using the Bible as a tool to bring about discipleship of people far from Christ. He focuses on the New Covenant as applicable to believers today who have been justified by faith. Under the New Covenant, we must adhere to the New Testament without trying to "force-fit" the Older Testament into one's theology.

- *Spirituality and Fundraising*—Henry Nouwen

This is a small book about how to fundraise by a spiritual guy. It's a compiling of five lectures he gave and all about how these people are a part of your community.

- *The Allure of Gentleness*—Dallas Willard

This is Willard's approach on how to love people into the Kingdom and not just use people but be gentle with them.

- *The Art of Neighboring*—Pathak and Runyon

Too often we worry about supporting missionaries to reach people groups around the world and fail to share Christ with those who live around us seven days a week. This excellent book details the need and strategy for knowing well those who live near you. It is concrete and easy to apply. You must know your neighbors before you can reach your



neighbors.

- *The Lost Art of Disciplemaking*—Leroy Eims

This is a classic about the essentials of making disciples. If you are not about making disciples you are not about the Kingdom. In many ways, this book written almost 50 years ago, launch much of the current emphasis on making disciples. The appendix gives 50+ essentials with scriptures that all disciples must live.

- *The New Parrish*—Paul Sparks, et.al.

This book is excellent for new church planters to help them see their Parrish is the community where they live. There are four factors in community: education, economy, arts, and business. This talks about how you address those four factors from a Christian perspective in your neighborhood. Their take is if you see your neighborhood as your Parrish then the church will flourish.

FOR HANDLING CONFLICT AND CHANGE

- *Anatomy of Peace*—The Arbinger Group

This is specifically about how you help people deal with conflict. This book lays out a paradigm of why people differ and how to you get the issues below the surface to truly resolve deeper issues rather than the presenting issues. It is the second of a two book series, the first of which is Leadership and Self Deception (see below)

- *Anxious Pastor Anxious Church*—Jack Shitama

This is a book on is a condensed and simplified version of Freidman's A Failure of Nerve. Shitama was a pastor and explains many of Freidman's concepts in concrete terms in the context of the church. He has a weekly blog (<https://thenonanxiousleader.com/blog/>) which gives bite sized nuggets to apply in bringing about change in a church and all of the pastor's relationships.

- *Crucial Conversations*—Grenny, et. al.

This is a great book on helping people expand their resolving skills. Every chapter is a gold mine for tools to develop conversations were emotions are involved, opinions differ, and the stakes are high. I have used this book over and over to deal with delicate situations where God's Spirit is needed to reach a resolution between opposing sides.

- *Leadership and Self Deception*—The Arbinger Group

This is the book that talks about how leaders handle conflict. Their point is most leaders tell themselves a story about those people that don't agree with them. This could include things like, "They don't know what they are doing, where we are going, they don't trust God etc." But the reality is as leaders we are deceiving ourselves. They say if leaders don't stop deceiving themselves, they will never be able to lead people effectively. Too often leaders dismiss people because they tell themselves stories about them. The only way we can tell stories about them is so we can live with ourselves. We make up a



narrative for them about them, which is why and how we justify writing them off. This would be beneficial for improving Emotional Intelligence and Conflict Profile. This is a parable and a quick read.

- *Leading Change*—Kotter

This is one of the best books about how to bring about change in churches. They do not deal with specific churches. If you are dealing with a specific pastor who wants to take a church through change then this is a great resource.

- *Managing Transitions*—William Bridges

One of the best books about how to bring about change in churches. They do not deal with specific churches. If you are dealing with a specific pastor who wants to take a church through change then this is a book to read.

- *Necessary Endings*—Henry Cloud

This is excellent for people who either need to leave a church, need to bring something to an end, or finalize. People who struggle with thinking it's bad or wrong to let a church die or leave because they think the church is going to hurt would benefit from this book. This is a well-done book for helping people realize it's time to bring something to an end.

- *The Art of Gathering*—Parker

This book is about understanding why we meet. It's not necessarily a Christian book. The author's father was an evangelical and her mom was a Muslim. They divorced and later married someone with the same beliefs and are both happier. She deals with why we gather in churches in small groups or staff meetings. It's well-done in explaining why we do any kind of gathering and how if you can't accomplish those things it doesn't make sense to gather. This is for someone that needs structure or someone that just wants to meet all the time.

- *Winning on Purpose*—John Kaiser

This is a book on structure and how to structure a church. It covers Carver's model of governance in not-for-profits and adapts it to fit the way a church board functions. He distinguishes between the spiritual leadership of the pastor from the way a CEO functions in a not-for-profit organization. It is helpful if change is required in the structure of the church as well as how to create a boards structure amenable to change.