



# UNCOMMON LEADERSHIP ESSENTIALS

## THE SOS TOOL

### Severity

How difficult is this for you right now?  
 How long has it been going on?  
 Is it getting better or worse?

### Ownership

How have you contributed to this situation?  
 Where have you sought counsel regarding this?  
 Have you listened and implemented the godly counsel?

### Support

Do you have godly friends?  
 Do they know about this?  
 How have they helped you?

SEVERITY	1	2	3	4	5	6	7	8	9	10
	Wisdom issue Mild stress Everyday problems			Moderate conflict Distressed but functioning More complex issues				Crisis Stronghold sin Significant suffering		
OWNERSHIP	1	2	3	4	5	6	7	8	9	10
	Repentant Open Highly teachable			Sees sin Makes excuses Moderately teachable				Blame shifts Defensive Denial — Not teachable		
SUPPORT	1	2	3	4	5	6	7	8	9	10
	Close to family Intimate and accountable Vulnerable in small group			Some family support Few friends Somewhat open in group				Estranged from family No friends Isolated — Not in group		

## SCORES AND THEIR MEANING

### SOS 3-10

#### LEVEL 1: INTENTIONAL DISCIPLESHIP

- Who's involved: leader with coach made aware
- Length of care: issue should be on better trajectory within two to three meetings

### SOS 11-15

#### LEVEL 2: DIRECTIVE

- Who's involved: leader, coach, and pastor may be aware
- Length of care: issue should be on better trajectory within two to three meetings

### SOS 16-20

#### LEVEL 3: INFORMAL CORRECTIVE

- Who's involved: leader, coach, and pastor with Biblical counselor consult
- Length of care: issue should be on better trajectory within three to five meetings

### SOS 21-24

#### LEVEL 4: FORMAL COUNSELING

- Who's involved: formal Biblical counselor as well as leader, coach, and pastor
- Length of care: depends on counselor (usually ten to 12 sessions)

### SOS 25+

#### LEVEL 5: INTENSIVE

- Who's involved: formal Biblical counselor, coach, pastor, maybe an elder
- Length of care: depends on counselor (usually over 12 sessions)

NEED FOR FORMAL COUNSELING INCREASES