

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

NEED FOR FORMAL COUNSELING INCREASES 

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)