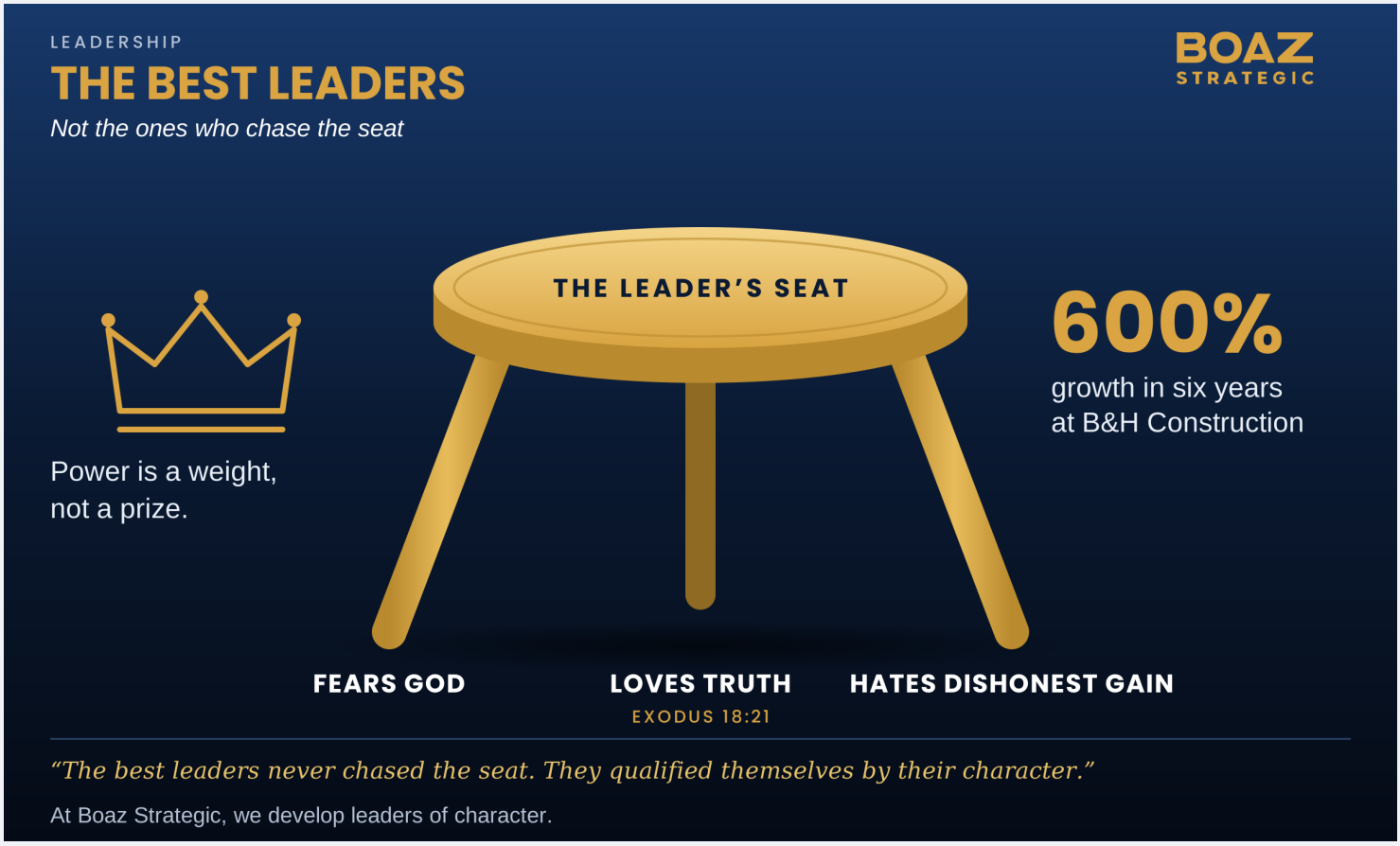


The best leaders *don't chase the seat.*

> "…men who fear God, trustworthy men who hate dishonest gain. — Exodus 18:21 (NIV)

Plato made a striking claim in the Republic: the state whose rulers are most reluctant to govern is the best and most quietly governed. The reasoning is simple. Those who covet the seat usually want what comes with it.

Reluctance is only the start.

Scripture goes a step further. Jethro told Moses to choose leaders who fear God, are trustworthy and hate dishonest gain (Exodus 18:21). Reluctance guards against power hunger. Fear of God keeps a leader accountable when no one is watching. Truth keeps the team's trust. Hating dishonest gain keeps money from becoming the master.

Consider B&H Construction, a pipeline contractor. Twin brothers Ronnie and Donnie Beller took over the company their father founded in 1981. According to a 2022 profile, it saw 600 percent growth over six years beginning in 2012 and now employs more than 600 people.

Character qualifies leadership.

The brothers invest in the people behind that growth: four full-time pastors who help with hiring and mentor employees seeking a fresh start, financial classes, loans to help employees buy homes while they repair their credit, and second-chance hiring. As the owners put it, "Our business plan is to go and make disciples."

A single profile is not a controlled study, and growth has many causes. But it shows what happens when character is treated as a hiring and promotion standard rather than a bonus.

So ask: what kind of leaders are you developing? Look for the person reluctant to hold power, honest when no one is watching, and unmoved by dishonest gain. Then give them the seat.

Boaz Strategic helps develop leaders of character.

Plato, Republic, Bk VII; 405 Magazine, "Outstanding Purpose-Led Business (Small): B&H Construction," Oct. 2022

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