**SPIRITUAL AND ORGANIZATIONAL CHURCH LEADERSHIP HEALTH ASSESSMENT**

The following are a series of statements that reflect the spiritual and organizational leadership attributes of a biblically healthy and functioning church leader. Based upon your understanding and perception of your personal leadership, for each statement share how much you agree or disagree with the statement using a five-point scale. If “5” on the scale means you **strongly agree** and “1” means you **strongly disagree**, where would you place yourself? Circle the number that best reflects your understanding.

1. Prayer is foundational and scripture is used as a guide to every action I take.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I demonstrate a transformed and spirit-filled life that builds trust with people.

 **Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I compassionately and joyfully serve, nurture, seek to understand, and listen to people.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I yield and defer for the sake of unity, the team, and the greater good.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I humbly and appropriately state my position and impart my authority, wisdom, skills, knowledge and expertise without belittling or intimidating.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I monitor, critique, discipline and hold accountable my people in love without judgement, manipulation, exploitation, coercion, threats or fear tactics.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have a clear sense of why God has placed me where I am.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have a clear and documented vision of where our church is going.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I make that vision clear to people and help them share the vision by showing them how to connect their work, purpose, dreams and passion to the vision.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I help motivate people by putting them in roles they have the personality, gifts, talents, passion and calling for.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I make clear and document for people their job requirements, priorities and my expectations.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I empower people to fulfill their roles and responsibilities, without demanding perfection, overloading, controlling or micromanaging.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I know the workload and needs of my people and support them with the encouragement, training and resources they need to successfully fulfill their job duties, goals and responsibilities.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I share information with people on how what they are doing supports the mission and vision of the church.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. People tend to understand my expectations and know how to do the work I assign them.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have a documented process for letting people know how they are doing at regular intervals.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I avoid creating indispensable people by cross-training and identifying back-ups for every position.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I understand my leadership style, my personality profile, and my strengths and weaknesses and communicate those to my people.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I understand the leadership styles, personality profiles, and strengths and weaknesses of my team and how they complement me and each other.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have a documented employee and volunteer recruiting process that considers the whole person: personality, gifts, talents, passions, experiences, potential, calling and commitment.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have a process in place for addressing staff and volunteer substandard performance promptly, fairly and biblically.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I know my top three job priorities for this year, for this month, for this week.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I know my top three body, mind and spirit development priorities and initiatives for this year, for this month, for this week.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I delegate only after determining my priorities and identifying those activities that only I can do.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I favor effectiveness over efficiency and leadership over management.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. If I were required to suddenly cut my budget by 20% I know with clarity what expenses to cut in short order.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I know with clarity what objectives, goals, strategies and initiatives drive most of the results for my church and share these with my people at regular intervals.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have systems in place to measure the things that are most important to the church and I share those at regular intervals with my people.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I am zealous about protecting personal and organizational time for these high priority activities and providing the human, financial and spiritual resources they require.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I model a balanced life and practice regular pruning, prioritization, disciplines and practices in the life areas of spiritual, family, social, job, financial, health and self-development.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I know the condition of my people and encourage and help them to live a balanced, disciplined and priority driven life as well.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. People know the values that shape our church’s culture, I consistently model those values and I promptly confront individuals who don’t align with those values.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have individual and church planning processes in place with supporting goals and measurements.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I help my people document and align their goals to the church’s goals.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have documented feedback and control systems in place that provide accountability and help me know if goals are being met.

 **Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have in place rewards and financial incentives for my people.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I possess change leadership skills and use them to proactively and successfully lead a process of continuous change.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. When making decisions I anticipate problems by examining potential unintended consequences.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I routinely, seek input, collaborate with and involve others in decision making.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

1. I have clear documentation of our church’s mission, vision, values, objectives, goals, measurements, policies, procedures, control systems, communication systems, financial systems, leader development systems and organization chart.

**Strongly Disagree <** 1 2 3 4 5 **> Strongly Agree**

**Assessment Tabulation Grid**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Total of 1’s** | **Total of 2’s** | **Total of 3’s** | **Total of 4’s** | **Total of 5’s** | **Total** |
|  |  |  |  |  |  |

**Assessment Key:**

**1 – 50:** Unhealthy and Dysfunctional Spiritual and Organizational Leadership That Impedes Personal and Church Success

**51– 100**: Spiritual and Organizational Leadership That Is More Miss Than Hit; Working Mostly Against Personal and Church Success

**101 – 150:** Spiritual and Organizational Leadership That Is Hit or Miss; Working Both For and Against Personal and Church Success

**151 – 200:** Healthy and Functioning Spiritual and Organizational Leadership That Encourages Personal and Church Success