**First Baptist Jackson 360 Evaluations**

**LEADERSHIP**

**1\* Sets a good example and maintains high standards of personal and professional conduct.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**2\* Demonstrates good judgement, objectivity and common sense when making decisions.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**3\* Is a self-starter and takes initiative without being told.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**4\* Can be counted on to follow through with his/her commitments.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**7\* Has an accurate perception of self and understanding of his/her strengths and weaknesses.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**COMMUNICATION**

**8\* Expresses himself/herself clearly and effectively in writing and speaking.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**9\* Is open to receiving feedback without becoming defensive or overly emotional.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**12\* Keeps co-workers and volunteers informed of changes, initiatives, policies and procedures.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**13\* Responds in a timely manner to email and phone calls.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**14\* Communicates his/her faith and the Holy Scriptures effectively.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**RELATIONSHIPS**

**15\* Demonstrates and encourages collaborative working relationships with peers, those lower in the organization and those higher in the organization.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**16\* Addresses others’ needs and feelings with respect, patience, compassion and fairness.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**17\* Builds excellent relationships and rapport with co-workers, ministry volunteers and church members.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**18\* Earns the trust of co-workers, ministry volunteers and church members.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**19\* Resolves conflict in a biblical and constructive manner.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**20\* Proactively develops and uses professional networks and relationships to achieve results.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**DELEGATION AND SUPERVISION**

**21\* Effectively serves, manages, and mentors direct reports and ministry volunteers.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**22\* Clearly defines roles, responsibilities and expectations of direct reports and ministry volunteers**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**23\* Effectively recruits, trains and develops a sufficient number of ministry volunteers.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**24\* Effectively delegates responsibility and authority, provides necessary feedback, and avoids butting in once something has been delegated..**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**25\* Makes himself/herself accessible to co-workers, ministry volunteers and church members to talk about personal, spiritual and ministry issues.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**PLANNING**

**27\* Understands the mission of the church and how it applies to his/her area of ministry and demonstrates a passion for achieving the church’s mission.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**28\* Effectively plans and facilitates meetings.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**29\* Demonstrates personal commitment to embracing and leading change.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**30\* Implements best practice strategies and structures that increase ministry and church effectiveness.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**ORGANIZATION**

**32\* Uses his/her time effectively and efficiently.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**33\* Meets timelines and deadlines.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**34\* Maintains and communicates agreed upon office hours.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

**35\* Manages resources and expenditures prudently and stays within budget**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Definite | Rarely Effective | Average | Moderately | Definite Strength | Don't Know |
| Weakness |  | Performance | Effective |  |  |
| **1** | **2** | **3** | **4** | **5** | **N/A** |

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