**Church Staff Initiative Taking Assessment**

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| **Rating**  | **Summary statement** |
| Rating 5 Exceptional | Consistently, without prompting, takes the initiative to independently resolve problems with minimal assistance or supervision from supervisor or church leadership. Has willingly taken on new responsibilities, launched new initiatives, and acted on opportunities. |
| Rating 4Exceeds Expectations | Frequently, without prompting, has taken the initiative to independently resolve problems with minimal assistance or supervision from supervisor or church leadership. Willing to take on new responsibilities, launch new initiatives, and act on opportunities. |
| Rating 3Meets Expectations | Has taken the initiative to look for resolutions to problems, appropriately involving supervisors and church leadership. When prompted, usually willing to take on new responsibilities, launch new initiatives, and act on opportunities. Is usually able to work independently, with limited guidance and supervision. |
| Rating 2Needs Improvement | Requires encouragement and input from supervisor and church leadership before taking on new responsibilities, launching new initiatives, or looking for solutions to problems. Hesitant to take on new responsibilities or act on opportunities. Has difficulty working independently, and requires frequent guidance and supervision. |
| Rating 1Below Expectations | Does not demonstrate initiative to solve problems or take on new responsibilities. Very reluctant to take on new responsibilities, launch new initiatives, or act on opportunities. Is not able to work independently, and requires consistent guidance and supervision. |