**360 degree evaluation of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in the role of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

For the attention of ministry leader, member of the leadership team/eldership or staff person/member of team or church relating to the leader above.

Please send by email to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Your name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Role \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. What have you appreciated about his/her leadership?
2. What would you see as his/her strengths, anointing or gifts of leadership?
3. What would you say are his/her areas of weakness in leadership?
4. How have areas of weakness been covered, staffed or developed?
5. How well have you functioned as a leadership team/community with the leader?
6. What concerns, struggles, frustrations or disappointments (if any) have you had with his/her leadership?
7. What insights and suggestions do you have for improving the efficiency and effectiveness of his/her leadership, the leadership team, or any system the leader is responsible for?
8. What have been the areas of growth and accomplishment through his/her leadership during this last year?
9. **Comment on the following areas of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ leadership: 7 strongly agree; 1 strongly disagree (circle)**

**Please write on separate paper if you don't have room on this form**

|  |  |  |
| --- | --- | --- |
|  | **Developmental leadership** | **Comments** |
|  a. | He/she prayerfully seek the Lord’s mind and vision for the ministry | **7 6 5 4 3 2 1**  |  |
|  b. | He/she is able to bring ownership of the vision and communicate the vision clearly  | **7 6 5 4 3 2 1**  |  |
|  c.  | He/she is able to establish strategy & implement the vision in a timely manner | **7 6 5 4 3 2 1**  |  |
|  d.  | He/she is creative and innovative in their leadership and open to others involvement in this way | **7 6 5 4 3 2 1**  |  |
|  e. | He/she mobilise other people and rally them around a common vision | **7 6 5 4 3 2 1**  |  |
| **B.** | **Relational leadership** |
|  a.  | He/she has a rapport with his staff and leaders and can be easily trusted | **7 6 5 4 3 2 1**  |  |
|  b.  | He/she is an open person and shares him/herself and has others share their lives easily with him | **7 6 5 4 3 2 1**  |  |
|  c. | He/she is approachable and makes him/herself available to people so they can spend time with him | **7 6 5 4 3 2 1**  |  |
|  d. | He/she is able to help resolve conflicts in the leadership team and the staff | **7 6 5 4 3 2 1**  |  |
|  e.  | He/she is quick to confront problems and deal with issues arising before they become more difficult | **7 6 5 4 3 2 1**  |  |
|  f. | He/she is able to build the relationships on the leadership team and staff | **7 6 5 4 3 2 1**  |  |
|  g. | He/she regularly gives feedback to his/her staff, in a positive and constructive way. | **7 6 5 4 3 2 1**  |  |
| **C.** | **Spiritual leadership** |
|  a. | He/she is able to bring relevant and inspiring bible teaching to the leadership team and community  | **7 6 5 4 3 2 1**  |  |
|  b. | He/she has a clear understanding of God’s priorities for the ministry | **7 6 5 4 3 2 1**  |  |
|  **c.** | He/she is able to discern what God is doing in meetings and lead in an appropriate way | **7 6 5 4 3 2 1**  |  |
| d.  | He/she is a person of integrity in speech, attitude and behaviour | **7 6 5 4 3 2 1**  |  |
|  e. | He/she is able to receive criticism without defensiveness and respond in a humble way | **7 6 5 4 3 2 1**  |  |
|  f. | He/she is able to pray with and for his/her staff with wisdom and insight | **7 6 5 4 3 2 1** |  |
| **D.** | **Operational leadership** |
|  a. | You are able to give input into decisions that concern you | **7 6 5 4 3 2 1**  |  |
| b. | He/she is able to make decisions wisely and in an appropriate time | **7 6 5 4 3 2 1**  |  |
| c. | He/she is able to plan, make schedules and deadlines and keep to them | **7 6 5 4 3 2 1**  |  |
|  d. | He/she knows how to align people and tasks and make sure they are resourced to fulfil them | **7 6 5 4 3 2 1**  |  |
| e.  | He/she is able to delegate appropriately and mentor his/her staff in the process | **7 6 5 4 3 2 1**  |  |
|  f. | He/she is an organised leader and people know where they are and what to expect | **7 6 5 4 3 2 1**  |  |
| **E.** | **Other comments:** |
|  |  |