

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?

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:			

