

Leader Feedback & Progress Plan **Name of leader** _____ **Role** _____ **Date** _____

Team feedback to be filled out by interviewer, desired growth and steps for action to be filled out by interviewer in dialogue with the leader.

Progress made to be filled out by the leader in 6 months or one year's time. Average is given for the scale

Aspect of leadership	Team feedback	Comments	Desired growth	Practical steps for action
1. Ways you are appreciated				
2. Strengths, anointing, gifts of leadership				
3. Weaknesses of leadership				
4. How are areas of weakness being covered or staffed?				

Aspect of leadership	Team feedback	Comments	Desired growth	Practical steps for action
5. How well has the leadership/eldership team functioned/community?				
6. What struggles, frustrations or disappointments have been experienced?				
7. What insights, suggestions do you have for improving efficiency and effectiveness of his/her leadership, the team or any system the leader is responsible for.				
8. What have been the areas of growth and accomplishment through his/her leadership?				

A	Developmental leadership	Team feedback	Comments	Desired growth	Practical steps for action
a.	He/she prayerfully seeks 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 mobilises other people and rallies them around a common vision	7 6 5 4 3 2 1			
B	Relational leadership	Team feedback	Comments	Desired growth	Practical steps for action
a.	He/she has a rapport with staff /leaders/members and can be easily trusted	7 6 5 4 3 2 1			
b.	He/she is an open person and shares themselves and has others share their lives easily with them	7 6 5 4 3 2 1			
c.	He/she is approachable and makes themselves available to people so they can spend time with them	7 6 5 4 3 2 1			
d.	He/she is able to help resolve conflicts in the leadership team, staff and members	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/members	7 6 5 4 3 2 1			
g.	He/she regularly give feedback to staff/members in a positive and constructive way	7 6 5 4 3 2 1			

C	Spiritual leadership	Team feedback	Comments	Desired growth	Practical steps for action
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 leader/staff/members with wisdom and insight	7 6 5 4 3 2 1			
D	Operational leadership	Team feedback	Comments	Desired growth	Practical steps for action
a.	He/she is 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 staff/members 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