

MOUNTAIN SPRINGS CHURCH

-CONFIDENTIAL-



Senior Leadership

2011 Review

A: PERSONAL & SPIRITUAL

Leader Name, Select name here:

1. How are you unique? What makes you different from others on staff?

2. How do you remain inspired? What is the cadence of your life?

3. What aspect of your character is Jesus changing and growing right now?

4. Who really knows you? Rate your comfort level in deeply sharing your heart. Do you do this well?

5. Where and how has your marriage grown this past year? What is one area where you have seen improvement? Does your spouse agree?

6. What is one area in your marriage that you will commit to working on this upcoming year? Does your spouse know of this commitment? How will you measure this improvement and be accountable?

7. Where and how have you grown as a parent this past year? How well have you handled the hard seasons that came your way?

8. What are three of your spiritual goals for 2012? How will you measure these goals? Who will you share these goals with?

9. What life vision has God entrusted to you? Are you on track? What changes do you need to make to get back on target?

B: ROLE & RESPONSIBILITY

Leader Name, Select name here:

1. To what extent is your identity wrapped up in your position? Is this healthy?

2. What do you enjoy most about your role on staff? How often does your role afford the opportunity to engage in this?

3. What do you find frustrating or painful in your role on staff? How often does your role require you to do this?

4. Do people in your team know with clarity what you expect of them? When and how often do you tell them?

5. How do you lead your staff when your expectations are not met in their performance? Pick three examples from this year and explain.

6. Name three people that could replace you in your position and why? How are you investing in them?

7. How do you demonstrate your affection for, and belief in, each team member? Does your demonstration connect with their needs? What feedback have you received?

8. What dysfunctions are you addressing on your team? How well is that going? What major road-bumps did you experience this year as a team?

9. Do your team members feel empowered to exercise their greatest gifts and talents on your team? Do they feel respected? How do you develop and manage this?

(Email this question to one of your staff and have them send their comments directly to Daniel Rolfe)

C: Leadership Self-Evaluation

Leader Name, Select name here:

Please evaluate yourself in each of the nine categories using the performance metric. In the space below, provide adequate comments explaining your answer.

1. Leadership

Life-long learner, manages insecurities, exhibits spiritual maturity, a model for many

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

2. Attitude

Humility, coachable and teachable, a positive outlook, a sense of humor, exhibits gratitude

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

3. Team

Creates and supports team unity, forms and releases teams in order for ministry to grow and reach lives

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

4. Finance

Plans and follows budget, responsible use of funding, personally generous with own resources

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

5. Essentials

Ability to plan, alignment with mission, a clear focus on important areas, setting and exceeding goals

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

6. Leadership Development & Multiplication

Leader of leaders, developing leaders at every level, helping people identify their gifts and passions

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

7. Creativity

Takes initiative, thinks outside the box, proactive, designs solutions to problems, innovative

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

8. Professionalism

Administrative awareness, appearance, punctuality, follow-through, ability to handle sensitive info

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

9. Externally-Focused

Sharing life with the broken, engaged in hurting lives, has a fruitful life outside of church

Self-Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable
Supervisor Evaluation / Comments				
<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Unacceptable

SELF-ASSESSMENT

Rate your overall performance for 2011

Strengths (to develop)	Weaknesses (to minimize)
1.)	1.)
2.)	2.)
3.)	3.)

Excellent Very Good Good Average Unacceptable

This completes the self-assessment portion - please email all completed reviews to Daniel Rolfe on or before November 28th, 2011

LEADERSHIP SUMMARY

Leader Name, Select name here: // 2011

Strengths (to develop)	Weaknesses (to minimize)
1.)	1.)
2.)	2.)
3.)	3.)

Excellent Very Good Good Average Unacceptable

Supervisor comments:

Signed _____

Date _____

Staff member comments:

Signed _____

Date _____