

MEASURING IMPACT

Entry and Exit Evaluation Statements

Guidelines

As you enter and exit the Growing Leaders course you may be asked to complete a short questionnaire. It will help you assess where you are at the start and end of the course, and any change that has occurred as a result of being on the course. Of course it only provides a snapshot, but hopefully it will be of benefit.

When completing this:

- Please follow your first instincts without over-analysing.
- Do not be afraid of low scores or high scores. A low score does not undermine your previous leadership experience and a high one will not invalidate the next ten months. We are on a journey together.
- If some are not applicable to you simply leave them blank.
- If you score all tens, please swap places with me and come clean regarding your divine identity.

The CPAS logo consists of the lowercase letters 'cpas' in white, set against a dark blue circular background. This circle is partially overlapping a larger orange circle.The 'GROWING LEADERS' logo features the words 'GROWING' and 'LEADERS' stacked vertically in white, bold, uppercase letters. This text is centered within a large orange circle. Several smaller, semi-transparent orange circles of varying sizes are scattered around the main circle, creating a dynamic, bubbly effect.

Name:	Date:
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Firm Foundations for Christian Leadership

STATEMENT	CURRENT SELF-ASSESSMENT										
	Disagree entirely					Agree entirely					
I recognise that God chose me and loves me as his child	0	1	2	3	4	5	6	7	8	9	10
I recognise that my walk with God is my number one priority both as a disciple and as a leader	0	1	2	3	4	5	6	7	8	9	10
I understand our church vision	0	1	2	3	4	5	6	7	8	9	10
The goals of the ministry I lead/serve within are aligned with our church vision	0	1	2	3	4	5	6	7	8	9	10
I have a clear understanding of God's current call on me	0	1	2	3	4	5	6	7	8	9	10
I have a clear understanding of my current leadership role(s) - in gathered church or in Monday to Saturday life	0	1	2	3	4	5	6	7	8	9	10
I have influence over the direction that my leadership role might take	0	1	2	3	4	5	6	7	8	9	10
I am able to influence others to follow me in my leadership role	0	1	2	3	4	5	6	7	8	9	10
I am able to support and challenge others in pursuit of vision	0	1	2	3	4	5	6	7	8	9	10
I hold myself to account for the success or failure of my leadership role	0	1	2	3	4	5	6	7	8	9	10
I am able to hold others to account	0	1	2	3	4	5	6	7	8	9	10
I am accountable to a specified person regarding my leadership role(s)	0	1	2	3	4	5	6	7	8	9	10
I am able to balance motivating others with holding them to account	0	1	2	3	4	5	6	7	8	9	10
I am able to plan ahead, engage others and develop the 'big picture'	0	1	2	3	4	5	6	7	8	9	10

Key Skills in Christian Leadership

STATEMENT	CURRENT SELF-ASSESSMENT										
	Disagree entirely					Agree entirely					
I am competent for the role I undertake	0	1	2	3	4	5	6	7	8	9	10
I know in which areas I need to develop	0	1	2	3	4	5	6	7	8	9	10
I have a plan for self-development	0	1	2	3	4	5	6	7	8	9	10
I can look back and clearly recognise my development over the last 12 months	0	1	2	3	4	5	6	7	8	9	10
I have friends/mentors I trust who help me recognise my 'blind spots'	0	1	2	3	4	5	6	7	8	9	10
I am approachable, I listen to and understand the feelings of others	0	1	2	3	4	5	6	7	8	9	10
I seek out the opinion of others. I ask open and invitational questions	0	1	2	3	4	5	6	7	8	9	10
I actively help others to develop	0	1	2	3	4	5	6	7	8	9	10
I am able to give unambiguous praise, thanks and encouragement	0	1	2	3	4	5	6	7	8	9	10
I am able to ask searching questions and deliver difficult messages	0	1	2	3	4	5	6	7	8	9	10
I encourage and exemplify a team approach to opportunities and challenges	0	1	2	3	4	5	6	7	8	9	10
I am consistent, fair and transparent	0	1	2	3	4	5	6	7	8	9	10
I am aware of external influences on the behaviour of others	0	1	2	3	4	5	6	7	8	9	10
I promote creative thinking, innovation and risk-taking	0	1	2	3	4	5	6	7	8	9	10

Keeping Faithful in Christian Leadership

STATEMENT	CURRENT SELF-ASSESSMENT										
	Disagree entirely					Agree entirely					
I am able to demonstrate and openly express what matters to me most	0	1	2	3	4	5	6	7	8	9	10
I know what I do well and I know what I need to do better	0	1	2	3	4	5	6	7	8	9	10
I know what I want to happen, but I am able to avoid aggression	0	1	2	3	4	5	6	7	8	9	10
I challenge myself, but never 'beat myself up'	0	1	2	3	4	5	6	7	8	9	10
I am optimistic, hopeful and compassionate	0	1	2	3	4	5	6	7	8	9	10
I am secure enough to delegate and allow others to take a lead	0	1	2	3	4	5	6	7	8	9	10
I understand that different people have different requirements of leaders	0	1	2	3	4	5	6	7	8	9	10
I am able to balance clarity and focus with flexibility	0	1	2	3	4	5	6	7	8	9	10
I genuinely want others to be at least as successful as I am myself	0	1	2	3	4	5	6	7	8	9	10
I always address the issues that need to be resolved	0	1	2	3	4	5	6	7	8	9	10
I am comfortable in openly admitting my mistakes	0	1	2	3	4	5	6	7	8	9	10
I welcome feedback on my own performance	0	1	2	3	4	5	6	7	8	9	10
I demonstrate the ability to reflect appropriately	0	1	2	3	4	5	6	7	8	9	10
My current role 'stretches' my skills appropriately	0	1	2	3	4	5	6	7	8	9	10
My current role 'stretches' my level of faith appropriately	0	1	2	3	4	5	6	7	8	9	10