

Personal Evaluation, Review, and Development Plan

This is a personal evaluation & review over your past year. Prayerfully self evaluate, fill out the form, and submit it. Your leader will review it and have a follow up session providing feedback and work with you on a 12-month development plan for one or two areas at most. Keep in mind that areas of weakness are not necessarily the areas you want to focus on developing, as you could want to develop an area of strength further as well.

Name *

First Name Last Name

Date *



Month Day Year

Abiding, Spiritual Walk, Character, and Attitude

How would you rate the following from 1 (poor)-5 (excellent)?

Spiritual Walk *

1 (Poor) 2 3 4 5 (Excellent)

Abiding / Overflow in Jesus

Love for the unreached / lost

Living out of identity in Christ

Obedience to God's Word

Reliance on the Holy Spirit

Abundant prayer / intercession

Character & Attitude *

1 (Poor) 2 3 4 5 (Excellent)

Humble / Teachable

Above reproach / good reputation with others

Submissive to leadership

Healthy emotional and self-awareness

Servant-hearted

Free from bondages

Teamwork with teammates and partners

Positive Attitude / not overly critical

Flexible / Adaptable

Health in singleness or marriage

Primary Area(s) of Strength *

Primary Area(s) of Weakness *

Primary Area of Growth + Development *

Other Comments *

Cross-Cultural Adaptation

Cross-Cultural Adaptation *

1 (Poor) 2 3 4 5 (Excellent)

General cultural adaptation and acquisition

Able to communicate in culturally appropriate ways

Being an active learner of culture

Language proficiency and commitment to improve

Cultivating relationships with local people

Respond to stress in healthy ways

Primary Area(s) of Strength *

Primary Area(s) of Weakness *

Primary Area of Growth + Development *

Other Comments *

Personal Time + Work Management

Personal Time + Work Management *

1 (Poor) 2 3 4 5 (Excellent)

Timely communication

Supporter maintenance and correspondence

Personal time management

Faithfulness with time-sensitive tasks and projects

Taking initiative with new opportunities

Healthy balance of ministry and life rhythms

Keeps the Sabbath and rests well

Consistent and honest reporting to supervisor

Preparedness for meetings

Primary Area(s) of Strength *

Primary Area(s) of Weakness *

Primary Area of Growth + Development *

Other Comments *

Ministry Skills

This part of the evaluation is different from the previous categories. On this section, the goal is not meant for you to grade highly on every skill, but to identify areas of strength or weakness to develop. Feel free to click the N/A column if you haven't had any experience in a certain area.

Definitions

Basic Awareness: common knowledge / understanding; Novice: limited experience; Intermediate: practical competence; Advanced: consistently high performance; Expert: able to provide guidance and coaching

Ministry Skills *

	Basic Awareness	Novice	Intermediate	Advanced	Expert	N/A
Training / Teaching						
FISHing / Evangelism among the lost						
Vision Casting						
Coaching / Leadership Development						
Partnership Development / Networking						
Administrative Tasks (logistics, scheduling, support)						
Project management						
Knowing and practicing your spiritual gifts						
Creating Curriculum						
Hospitality / Event Planning						
Shepherding and Encouragement						
Strategic Planning						
Worship and prayer leading						

Primary Area(s) of Strength *

Primary Area(s) of Weakness *

Primary Area of Growth + Development *

Other Comments *

Leadership Evaluation + Review (For Leaders)

This section is for team leaders, sub-team leaders, and supervisors only. This is an evaluation & review of your leadership from the previous season.

Leadership

Evaluate yourself mainly on your interactions with your team members that you lead and the people that you are training; you can also consider other team members in general.

Leadership Requirements

1 (Poor) 2 3 4 5 (Excellent)

- Regularly abiding and receiving vision from the Lord
- Fully committed to the vision and to the team
- Leads through loving and serving team members
- Sets a personal example in living out the vision
- Sets a personal example in healthy balance of life / ministry rhythms
- Caring holistically for team members' thriving, not just performance
- Takes time to celebrate successes and victories (your own and others)
- Takes time to mourn, process, and to learn from mistakes, missed opportunities, or difficult situations (and to help team do so)
- Has an accurate perception of how others perceive him / her
- Communicates well and available for those you lead
- Actively encouraging and exhorting others
- Values others' strengths, giftings, contribution and helps them to develop
- Establish goals and lead others to pursue them and to stay on task
- Is able to break down large projects or goals into manageable tasks or markers
- Effectively delegates to others
- Regularly vision casting / helping team see the big picture

Primary Area(s) of Strength

Primary Area(s) of Weakness

Primary Area of Growth + Development

Other Comments

Proposed 12-month development plan

Choose one or (at most) two areas of growth from the previous 4 categories: 1) spiritual walk, character, attitude; 2) cross-cultural adaptation; 3) communication and work management; 4) ministry skills, and (if applicable) 5) leadership. Write down your proposed development plan in the box below (e.g. read this book, do this bible study, put in this rhythm, do this action – by what date or what regularity over the next 12 months). Consider resources that help you learn using head / heart / hands. This section is just a draft / proposal that will be discussed with your leaders during your feedback session. (Ex: I want to grow in emotional awareness. I will read a chapter of "Emotionally Healthy Disciple" every two weeks and check in monthly with my supervisor about what I have learned and how I will apply those learnings.)

Proposed 12-month development plan *