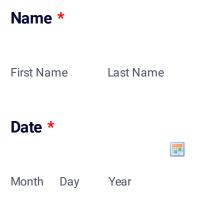
# Personal Evaluation, Review, and Development Plan

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.



# 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 acquistion					
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 (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 \*