

PERSONAL LEADERSHIP ASSESSMENT

THIS LEADERSHIP ASSESSMENT IS CONFIDENTIAL. YOUR NAME WILL NOT BE INCLUDED IN ANY CORRESPONDENCE WITH THE PERSON WHO ASKED YOU TO COMPLETE THIS QUESTIONNAIRE. Your name is included at the bottom of this questionnaire only to insure that there is no duplication.

PLEASE ANSWER EACH QUESTION AS HONESTLY AND CAREFULLY AS YOU CAN. YOUR ANSWERS ARE VERY VALUABLE AND CRITICAL TO THE GROWTH OF THE PERSON CONCERNED. Remember, the purpose of this assessment is to help the person GROW. It is not intended to be an exercise in praise but rather an honest view of what is praiseworthy and what needs attention.

CANDIDATE'S NAME _____

This is the person who asked you to complete this questionnaire.

HOW TO COMPLETE THIS QUESTIONNAIRE:

Each question will ask you to score the effectiveness of the present leadership of the candidate. Please mark your answers by placing a X in the appropriate square

BEGIN YOUR PERSONAL ASSESSMENT HERE:

1. Feedback

The servant leader is open to feedback and criticism from others and God. The servant leader demonstrates willingness to hear what others say and welcomes the opportunity to change. True leadership is characterized by the belief that skills, talents and authority is on loan from God and is to be used to help others grow. With this in mind, please evaluate the candidate on the following scale based on your interaction.

How does this person react to feedback and criticism?

Usually negatively and defensive	_____	1
Sometime negatively and defensive	_____	2
With a neutral attitude toward criticism	_____	3
Sometimes welcomes and accepts feedback	_____	4
Encourages, welcomes and accepts feedback	_____	5

2. Successors

The servant leader views his or her position as a means to help others achieve. Consequently, the servant leader encourages, trains, develops and delegates as a way of improving others. The servant leader devotes time and energy to the personal growth of others, not just to the program or project. The servant leader's desire is to find the ones that God will use to replace him, not to hold on to the position as a status symbol. Servant leaders have a deliberate plan to mentor others so that they can become leaders.

What is this person doing now to prepare his or her leadership replacement?

Not making any efforts to develop replacements	_____	1
Occasionally delegating and sharing credit	_____	2
Delegating, sharing credit and encouraging others	_____	3
Delegating, sharing, mentoring new leaders	_____	4
Making considerable effort to mentor new leaders	_____	5

3. Control

Servant leaders are first servants of God. They do not let any other thing take God's place as their top priority. They actively seek God, demonstrate humility, promote others over themselves and work hard at keeping ego down. Servant leaders are not driven by fear of failure or the need for recognition. They lead by being broken bread and poured out wine. Since Jesus is the perfect role model of the servant leaders, Biblically-based leaders strive to emulate Jesus in all that they do. Their lives are shining symbols of sacrifice for others. They serve with humility, not pride, arrogance or the need to run the show.

How does this person's action demonstrate servant leadership about control?

Pride, intimidation, controlling information are common	_____	5
Occasionally self-protection and pride take charge	_____	4
There are signs of battles between pride and humility	_____	3
Most of the time humility, honesty and devotion to God show	_____	2
The central characteristic of this person is servant humility	_____	1

4. Reaction

Servant leaders *respond* to circumstances from a godly perspective. That means they seek God's perspective before they act, they surrender their circumstances to God and they are shining examples of godly strength in adversity. They do not *react* to situations out of panic, fear or pride. Servant leaders do not mind taking a back seat. They view life as a fulfillment of Jesus' message – to do good to those who abuse you. They are focused on God's purposes, not their own. Difficult circumstances and criticism do not provoke rationalizations, justifications or excuses. They *respond* with humility and open hearts.

How does this person currently interact with difficult circumstances or criticism?

Almost always REACTS with rationalization, defense or denial	_____	5
Some of the time there are REACTIONS of defense and denial	_____	4
Sometime REACTION, sometimes RESPONSE	_____	3
Usually RESPONDS with godly demeanor and openness	_____	2
Almost always the RESPONSE is glorifying to God	_____	1

5. Fear

Servant leaders demonstrate lives that have placed private fears confidently in the hands of God. They are not afraid to share their struggles. They do not use fear as a manipulation tool nor do they create fear in others. Their lives clearly show a willingness to trust God. Self-serving leaders often use fear to motivate others. They are unwilling to expose their own vulnerabilities. Their inner fears often cause them great pain but they are afraid to trust others, including God. Servant leaders show confidence beyond themselves.

How does this person handle fear as a leader?

Observation shows that most decisions are fear-based	_____	5
Fear is responsible for some acts and decisions	_____	4
This person seems to struggle equally between fear and trust	_____	3
Most of the time decisions are based on trust in God	_____	2
There is an over-riding genuine trust commitment to God	_____	1

6. Love

The servant leader expresses the love of Jesus toward the lives of others. This means that there is an unconditional acceptance of the worth of every other person while there is an unflinching standard of pleasing God in all choices. Servant leaders do not place conditions on God's ability to rescue and use anyone. They show true compassion: to identify with the outcasts, the devalued and the useless. Self-serving leaders often evaluate their involvement based on the usefulness of some other person for their goals and agenda. Their outreach looks for personal reward or recognition rather than humble obedience.

From what you have observed, how does this person demonstrate the heart of Jesus in loving others?

Most decisions seem to be based on personal advantage	_____	5
Some of the time decisions appear to follow personal agendas	_____	4
There is a mix of personal motives and godly concerns	_____	3
Usually decisions are made out of genuine love for others	_____	2
Always a conscious, consistent demonstration of God's love	_____	1

7. Obedience

The cornerstone of Biblical leadership is obedience. No one can be a servant leader for God while living a life of disobedience to God's Word. Jesus made it crystal clear – if you love Him you will keep His commandments. Self-serving leaders often bend the truth to meet their needs. They live lives of public or private disregard for holiness.

From your observations, how does this person exemplify an obedient spirit?

This person claims belief but demonstrates a life of self-motivation	_____	5
There are some areas of disobedience but remorse is apparent	_____	4
This person tries to be obedient but blind spots persist	_____	3
This person makes genuine efforts to obey but occasionally fails	_____	2
Living a holy life pleasing to God is a top priority for this person	_____	1

Personal Comments:

In the space below, please enter any personal comments that you feel will help this person become a better Biblically-based leader. Specific examples that support your remarks are often very useful. However, be aware that if you wish to remain anonymous, these examples may reveal your identity. Remember, this assessment is meant to allow God to use your insights to help this person become more like Jesus.

YOUR NAME _____

This is the person who completed this questionnaire.