

planting team assessment

self-evaluation form (candidate)

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Date: _____

Candidate's Name: _____

Instructions:

1. The Candidate Self-evaluation form is a snapshot of your readiness to start a church. The more realistic that you are in rating yourself, the more in focus your snapshot will be. Research evidence supports the conclusion that the most effective leaders are those who know themselves and make vocational decisions on the basis of their endowments — personal strengths and spiritual giftedness.
2. Please respond to each statement, even if you are uncertain about the answer. After considering each item, choose the numerical rating that best corresponds to evidence (not potential) of the quality described that you see in yourself. Do not allow the rating given on one item to influence other ratings.
3. Extreme ratings (1 or 5) will not occur with great frequency in the general population. These ratings should be applied only if you have clearly distinguished yourself in that area.
4. Print the form, circle your answers, and then scan and email the completed form to ron@ministryadvantage.org or mail it to PO Box 873520; Vancouver, WA 98687.

Is there evidence that this quality is present?

1 = None | 5 = Strong | N = Not able to evaluate

1 Do you talk with reserve about yourself, your accomplishments, and your abilities?	1	2	3	4	5	N
2 Do you effectively enlist followers and match them to appropriate ministries?	1	2	3	4	5	N
3 Do you have a hard time sitting still when things need to be done?	1	2	3	4	5	N
4 Do you seek out others for spiritual direction?	1	2	3	4	5	N
5 Do you belong to organizations where regular contact can be made with the unchurched?	1	2	3	4	5	N

6	Do you win souls and prepare them for baptism regularly?	1	2	3	4	5	N
7	Do people go out of their way to hear you preach?	1	2	3	4	5	N
8	In leading others, do you use your abilities confidently without being overly self-conscious?	1	2	3	4	5	N
9	Are you highly dependable in carrying out tasks even when they are more difficult than expected?	1	2	3	4	5	N
10	Do you talk a lot about church planting?	1	2	3	4	5	N
11	Would you get counseling/therapy if you needed it?	1	2	3	4	5	N
12	Do leaders follow you?	1	2	3	4	5	N
13	Do you live a life free of consumer debt and ready to take on a change or challenge?	1	2	3	4	5	N
14	Do your children join in your ministry appropriate to their age and abilities?	1	2	3	4	5	N
15	Do you confidently believe that God has a special message and mission for the last days?	1	2	3	4	5	N
16	Do you undergird your ministry with prayer?	1	2	3	4	5	N
17	Do you keep followers focused on priorities that will accomplish the mission?	1	2	3	4	5	N
18	Do you see what needs to be done and do it without being told to?	1	2	3	4	5	N
19	Do you acknowledge your own need for continual growth in faith and practice?	1	2	3	4	5	N
20	Are you able to design ministry that fits the needs of the community?	1	2	3	4	5	N
21	Do you join organizations or clubs simply to be around people outside of the church?	1	2	3	4	5	N
22	Do members invite friends to hear you preach?	1	2	3	4	5	N
23	Do you trust most of the people you know?	1	2	3	4	5	N
24	Have you brought together a team to lead an organization or accomplish something significant?	1	2	3	4	5	N

25	Do you cope with stress in a calm and relaxed manner?	1	2	3	4	5	N
26	Are you well disciplined in your approach to the accomplishment of the task?	1	2	3	4	5	N
27	Do you believe that church planting is the best solution to the dilemma of reaching the lost?	1	2	3	4	5	N
28	Would you work for half salary in order to plant a church?	1	2	3	4	5	N
29	Do you make uplifting and positive comments about your spouse and children?	1	2	3	4	5	N
30	Do you publicly affirm the promise of Christ's return?	1	2	3	4	5	N
31	Do you give credit to God and others for good things in your life?	1	2	3	4	5	N
32	Do you provide the church with a variety of approaches to ministry training?	1	2	3	4	5	N
33	Do you fidget when others are sitting still?	1	2	3	4	5	N
34	Are you willing to experiment with the ideas of others?	1	2	3	4	5	N
35	Do you sincerely celebrate when someone on your team succeeds?	1	2	3	4	5	N
36	Do you have a vision for the future?	1	2	3	4	5	N
37	Do your voice, gestures, dress and appearance relate well with the secular?	1	2	3	4	5	N
38	Do you make a conscious effort to communicate the gospel in all facets of ministry?	1	2	3	4	5	N
39	When preaching, are you confident and authoritative in your presentation?	1	2	3	4	5	N
40	Do you tend to see opportunities before problems?	1	2	3	4	5	N
41	Do you respond to reversals and setbacks in a constructive manner?	1	2	3	4	5	N
42	Has the urge to plant a church been on your mind for a considerable time?	1	2	3	4	5	N

43	Do you manage your money so that you can help when there is a real need?	1	2	3	4	5	N
44	If your children are grown, are they active in church?	1	2	3	4	5	N
45	Do you regularly teach the doctrines of the Christian faith?	1	2	3	4	5	N
46	Are you growing in daily repentance and personal obedience to God?	1	2	3	4	5	N
47	Are roles more important than titles to you?	1	2	3	4	5	N
48	Do people get on board when you communicate a vision?	1	2	3	4	5	N
49	Do people naturally follow your leadership?	1	2	3	4	5	N
50	Are you quick to seek a solution to a need or problem?	1	2	3	4	5	N
51	Do you encourage feedback and incorporate new ideas into your ministry?	1	2	3	4	5	N
52	Do your ideas and methods show an understanding of current culture?	1	2	3	4	5	N
53	Do you pray regularly for the salvation of lost souls?	1	2	3	4	5	N
54	In preaching, do you combine careful exegesis with contemporary application?	1	2	3	4	5	N
55	Do you handle problems with patience and a positive attitude?	1	2	3	4	5	N
56	Do you stay with a task until it is completed?	1	2	3	4	5	N
57	Do you believe that God has called you to church planting?	1	2	3	4	5	N
58	Would you use your personal equipment, etc., to get a new church started?	1	2	3	4	5	N
59	Do you enjoy working with a team?	1	2	3	4	5	N
60	Do people follow you?	1	2	3	4	5	N
61	Does your family seem to understand what church planting is all about?	1	2	3	4	5	N

62	Are you certain that you are part of God's movement to prepare the world for Christ's soon return?	1	2	3	4	5	N
63	Do you keep your word, that is, do you fulfill your promises?	1	2	3	4	5	N
64	Do you cast a compelling vision that others desire to be a part of?	1	2	3	4	5	N
65	Do you demonstrate energy in accomplishing a task?	1	2	3	4	5	N
66	Do you seek out and listen to the wisdom of mature leaders?	1	2	3	4	5	N
67	When moving in the "personal space" of the unchurched, are you at ease?	1	2	3	4	5	N
68	Are you actively involved in leading people into a personal relationship with Christ?	1	2	3	4	5	N
69	Do you preach sermons that leave people sensing that Christ can meet their needs?	1	2	3	4	5	N
70	Are you secure and certain in your dealings with people?	1	2	3	4	5	N
71	Do you follow others easily?	1	2	3	4	5	N
72	Do you naturally step forward as a leader when a significant task needs to be done?	1	2	3	4	5	N
73	Do you recover quickly from discouraging setbacks?	1	2	3	4	5	N
74	Do you want to church plant more than anything else?	1	2	3	4	5	N
75	Above prestige, money or ease, is the mission of Christ first in your life?	1	2	3	4	5	N
76	Is your spouse involved in ministry according to his/her own gifts and abilities?	1	2	3	4	5	N
77	Do you promote world missions in the church?	1	2	3	4	5	N
78	Do you use Scripture as a source of spiritual nourishment?	1	2	3	4	5	N
79	Do you make sure that ministry assignments are passed on to people who are adequately prepared?	1	2	3	4	5	N
80	Would you do the work rather work than discuss it?	1	2	3	4	5	N

81	Do you have a realistic view of your abilities and giftedness, knowing what you do well at and where you need help?	1	2	3	4	5	N
82	Do you listen to more secular radio programming and talk shows than to religious radio?	1	2	3	4	5	N
83	Do your moods often change?	1	2	3	4	5	N
84	Do you coalesce the gifts, ideas, and energy of others to achieve a vision?	1	2	3	4	5	N
85	Do you demonstrate a deep passion for the unsaved?	1	2	3	4	5	N
86	In your preaching, do you lead persons to an encounter with Christ?	1	2	3	4	5	N
87	In your relations with those who disagree with you, do you affirm and seek to know the basis for their disagreement?	1	2	3	4	5	N
88	Do you keep going when the going gets tough?	1	2	3	4	5	N
89	In the midst of serious problems, do you still hold that God has placed you in the location where you are?	1	2	3	4	5	N
90	Do you help persons in time of need even though it costs you?	1	2	3	4	5	N
91	Do you have a stable and growing marriage relationship?	1	2	3	4	5	N
92	Do you enjoy studying and discussing the reasons for our Christian faith?	1	2	3	4	5	N
93	When pressured to compromise, do you maintain personal convictions?	1	2	3	4	5	N
94	When the group needs leadership to break an impasse, do you provide leadership that leads to resolution?	1	2	3	4	5	N
95	Do you easily let go of authority when needed?	1	2	3	4	5	N
96	Do you delegate easily?	1	2	3	4	5	N
97	Does your personal energy draw people to be involved in church?	1	2	3	4	5	N

98	Do you view innovations in ministry with excitement?	1	2	3	4	5	N
99	Do you demonstrate an understanding of the unique culture of the target audience?	1	2	3	4	5	N
100	Do you seek new avenues to explain the gospel in ways that people will listen?	1	2	3	4	5	N
101	Do you preach so that the hard becomes easy, the complex simple, and the vague clear?	1	2	3	4	5	N
102	Do you let criticism roll off your back?	1	2	3	4	5	N
103	Do you give evidence of quietly relying on God when meeting resistance?	1	2	3	4	5	N
104	Do you sense a deep compulsion to be in church planting as a response to God's urging?	1	2	3	4	5	N
105	Do you function whole-heartedly in ministry even when you see no gain for yourself?	1	2	3	4	5	N
106	Do you and your spouse pray together for the challenges of your ministry?	1	2	3	4	5	N
107	Do you have hobbies?	1	2	3	4	5	N
108	Do you delegate the right things?	1	2	3	4	5	N
109	Are you able to defend the Christian faith when challenged by a non-believer or by someone from a different religion?	1	2	3	4	5	N
110	Are you above reproach in all your financial matters?	1	2	3	4	5	N
111	When Christians want to use their gifts in ministry, do you give rousing encouragement?	1	2	3	4	5	N
112	Do you do "whatever" is necessary "whenever" necessary to advance the ministry?	1	2	3	4	5	N
113	Do you appreciate the value of people different from yourself?	1	2	3	4	5	N
114	Do you avoid church jargon and a stage voice?	1	2	3	4	5	N
115	Do you have unchurched friends?	1	2	3	4	5	N
116	Do you illustrate your sermons in such a way that your hearers remember what was said?	1	2	3	4	5	N

117	Are you even tempered as opposed to having severe mood swings?	1	2	3	4	5	N
118	Do you handle disappointment with quiet rest in God?	1	2	3	4	5	N
119	Do you keep a regular schedule?	1	2	3	4	5	N
120	Do you take a systematic approach to accomplishing a task?	1	2	3	4	5	N
121	Do you say no to new vocational opportunities, even when facing challenges in your current ministry?	1	2	3	4	5	N
122	Do you freely embrace sacrifice as part of your ministry?	1	2	3	4	5	N
123	Will your children enjoy being a part of the new church plant?	1	2	3	4	5	N
124	Do you speak positively of colleagues and persons to whom you are accountable?	1	2	3	4	5	N
125	Do you recruit others to help with a task?	1	2	3	4	5	N