

Competency Assessment Conversation Guide



Instructions

There are ten core leadership competencies that are foundational to your success as a leader within the Great Lakes Region. As you continue to develop in your current role, use this guide to aid for effective development conversations with your manager or employee.

Use this exercise to identify some key development strengths and gaps you can focus on:

1. First, rate yourself on each competency: 1 = basic, 2 = intermediate, 3 = proficient, 4 = advanced, 5 = expert, * = too new to rate.
2. Share your self-assessment with your manager and compare ratings in a development conversation.
3. Identify your top three areas of development, based on your self-diagnosis and manager-diagnosis, and mark it a focus area.

Leadership Development	
Builds and maintains the talent needed to achieve the organization's goals. Must take responsibility to grow as a leader. What books are being read, what conferences are being attended? What mentoring relationships are being sought to stretch as leaders and to cause thinking in ways or in levels that have never thought before.	Self-Rating: Basic ① ② ③ ④ ⑤ Expert Manager Rating: Basic ① ② ③ ④ ⑤ Expert
	Focus Area:
Evangelism	
Passionate about helping others accept and develop a relationship with Jesus Christ. Demonstrates a relationship with Jesus Christ that is intimate in nature, and shows commitment to helping others find or gain that same intimacy. Leaders who follow John 12:49; John 5:19; John 8:28; He "only said what the Father wants me to say" We want our pastors to be spirit filled and spirit led!	Self-Rating: Basic ① ② ③ ④ ⑤ Expert Manager Rating: Basic ① ② ③ ④ ⑤ Expert
	Focus Area:
Soul Care	

Demonstrates a commitment to lifelong learning and development that drives continuous self-improvement. Must take responsibility to grow as a leader. They practice spiritual disciplines that help them to grow in their relationship with Christ. They understand clearly that their ministry for Christ must come out of intimacy with Christ. What books are being read, what conferences are being attended, what mentoring relationships are being sought to stretch their development in stretching their growth?

Self-Rating: Basic ① ② ③ ④ ⑤ Expert
Manager Rating: Basic ① ② ③ ④ ⑤ Expert

Focus Area:

Diversity and Inclusion

Values cultural diversity and work effectively with others from different cultures. Seeks to build their understanding of people with different backgrounds and initiative conversations with people who are different than they are. Demonstrates commitment to taking steps toward leaving a state of colorblindness and becoming a color brave leader.

Self-Rating: Basic ① ② ③ ④ ⑤ Expert
Manager Rating: Basic ① ② ③ ④ ⑤ Expert

Focus Area:

Communicating with Impact

Expresses ideas effectively when communicating verbally, demonstrating knowledge and credibility to establish relationships. Must preach in by drawing others into a relationship with Christ for the first time & continue to grow in their relationship with Christ over a period of time as a result of the preaching. Must address questions such as "How is this message going to bring someone closer to accepting Jesus Christ as their Lord and Savior?" For the one who is just about ready to cross the line of faith: "How is this message going to help someone cross the line of faith and become a follower of Jesus?" The Christ-following believer: "How is this message going to help Christians take significant steps in their walk with Christ?"

Self-Rating: Basic ① ② ③ ④ ⑤ Expert
Manager Rating: Basic ① ② ③ ④ ⑤ Expert

Focus Area:

Creating and Executing a Vision

Focuses efforts on achieving the organization's desired end results.

Self-Rating: Basic ① ② ③ ④ ⑤ Expert

Must spend time discerning (Romans 12:1-2; Philippians 1:10) what the Lord is saying to this particular church about how He wants to uniquely use it in the community to bring as many people into a relationship with Christ as possible and then help them become raving fans who begin to do all they can to reach their community for Christ.

Manager Rating: Basic ① ② ③ ④ ⑤ Expert

Focus Area:

Building Relationships

Develops, maintains, and strengthens partnerships with others inside and/or outside of the organization who can provide information, assistance and support. Must become increasingly proficient to help everyone reach their full redemptive potential. To come to a greater understanding of the gifts Holy Spirit has put inside of all of us and how those gifts might be actualized to advance the Kingdom. Must function incredibly well with the governing board of the church and be building great relationships with people out in the community. Must proactively think of developing great relationships inside and outside the walls of the church. Must be the ones who initiative the conversations with people who are different than the church and community.

Self-Rating: Basic ① ② ③ ④ ⑤ Expert

Manager Rating: Basic ① ② ③ ④ ⑤ Expert

Focus Area: