

Here's a sample survey:

How Am I Really Doing?

It is my desire to grow as a leader, and I cannot do it without your feedback. Please take a moment to fill out this form. Please be gentle, but honest and specific. Then return it by mail to _____ by _____ . Thanks so much for serving with me and being a part of the team!

1. What do you appreciate most about my work or area of ministry?

What are its strengths? List three or four items.

2. What one or two aspects of my work or ministry need improvement? Where are we weak? List one or two items.

3. What are my *personal strengths* as a leader? In relation to my character, conduct, or style, what do you appreciate most? List three or four items.

4. Where would you suggest I focus as I seek to grow and improve as a leader?

List one or two items.

5. On a scale of 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10
(Help! Weak Average Strong Super!)

How would you rate my work/ministry this year?

Now ____ One year ago ____

How would you rate my personal leadership and character?

Now ____ One year ago ____

For additional comments or feedback, use the back of this form.

How am I really doing?

*"Truth is always the ally,
never the enemy, of good leadership."*

I was slow to understand the value of honest feedback as a young leader. Today, I realize that truth is an essential first step in my pursuit of excellence. It is good for me, for the church, and for our relationship. While leaders may find the truth painful at times, it can also help and heal. The key is the way it's delivered.

First, make it routine, not responsive. Assess your staff and their ministries regularly as a part of the ongoing pursuit of excellence. This prevents the more hurtful assessments done only in response to problems.

Second, lead with the positive. Ask for three or four things you appreciate most about "John or Jill Smith" and his or her leadership. Get feedback on that person's strengths.

Third, solicit specific suggestions. Tell your respondents, "Please be gentle, but honest and specific." Ask them for one or two suggestions for improvement. "How can I better serve you as a leader? What one or two ideas do you have for the organization?"

Fourth, listen "up and down" the organizational structure. Listen to both mature lay leaders below you and the supervisor or the board above you. Sometimes the view is quite different from below than it is from above!

Fifth, do a prayerful self-evaluation. Fill out a sheet on yourself. Ask God to show you your strengths and weaknesses. Ask, "How am I *really* doing?"

Sixth, set new goals. Set a course for growth next year that allows for your vision balanced with the wisdom of trusted advisors.

Finally, set new priorities and protections. The board should make sure the leader is "off-loading" before "reloading." Permission is given to *not* do certain things, in order to invest more energy and resources into new initiatives. Make sure your leader has a plan for protecting his personal and family life.