

Transitional Leadership Third-Party Assessment Survey

This assessment will help us assess the suitability and competency of _____ (leader's name) as they are considered for involvement as a Transitional Leader or coach. As you answer these statements, be as honest and objective as you can so that we can get a snapshot as to this leader's suitability and fit for Transitional Leadership Ministry. Your name: _____

Scoring the survey:

1 = never true 2 = sometimes true 3 = often true 4 = always true

	Description	Score
A	This leader is able to help a congregation work through a season of loss.	
B	This leader is able to help people connect with each other in meaningful community.	
C	This leader is able to help a congregation discover their God sized vision for the future.	
D	This leader is able to analyze church structures with a view to bring healthy change.	
E	This leader is able to help church leaders determine who their next leader needs to be.	
F	This leader is able to communicate Biblical truth in a way that's relevant and practical.	
G	This leader effectively supports and comforts those who are having difficulties in life.	
H	This leader effectively organizes people and programs for effective results.	
I	This leader is effective at helping facilitate and guide the transitional process with a congregation.	
J	This leader is able to spot key leaders and have intentional coach-like conversations with them.	
K	This leader is able to facilitate healthy meetings and group dialogue within a congregation.	
L	This leader is able to work with church leaders one-on-one to encourage, support and coach them.	
M	This leader effectively delegates important responsibilities to other people.	
N	This leader is effective at arranging for the care of people through the mobilization of care givers.	
O	This leader is able to write clear communication that lets people know what's happening.	
P	This leader is able to guide a congregation through a healthy senior leadership search process.	
Q	This leader is able to help a church find their unique style of governance and implement it.	
R	This leader is able to help a congregation move a vision into action through planning & implementation	
S	This leader is able to help people resolve conflicts and facilitate difficult conversations.	
T	This leader is able to help people deal with past issues for purposes of healing.	



Scoring Summary

Instructions: Take the scores from the assessment on page 1 and enter them here by the appropriate letter. Once you've done that, write down the top three strengths at the bottom with any additional comments.

Ministry Competency			Total
	Facilitating Closure	A _____ + T _____ =	_____
	Relational Renewal	B _____ + S _____ =	_____
	Vision Renewal	C _____ + R _____ =	_____
	Structural Renewal	D _____ + Q _____ =	_____
	Search process	E _____ + P _____ =	_____
	Preaching & Communication	F _____ + O _____ =	_____
	Pastoral Care	G _____ + N _____ =	_____
	Short-term Administration	H _____ + M _____ =	_____
	Leadership Coaching	J _____ + L _____ =	_____
	Facilitating	I _____ + K _____ =	_____

Top 3 Strengths:

1. _____
2. _____
3. _____

Additional comments:

