

Transitional Leadership Self-Assessment

This is a self scoring assessment to help you get a better understanding of your skills and competency for involvement in Transitional Leadership Ministry. As you answer the statements, be as honest and objective as you can so that you can get a snapshot as to your suitability and fit for Transitional Ministry. It is not the goal to score high in every single area but to gauge your strengths, weaknesses and areas where further training and equipping may be necessary.

Scoring the survey:

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

	Description	Score
A	I am able to help a congregation work through a season of loss.	
B	I am able to help people connect with each other in meaningful community.	
C	I am able to help a congregation discover their God sized vision for the future.	
D	I am able to analyze church structures with a view to bring healthy change.	
E	I have the ability to help church leaders determine who their next leader needs to be.	
F	I am able to communicate Biblical truth in a way that's relevant and practical.	
G	I can effectively support and comfort those who are having difficulties in life.	
H	I effectively organize people and programs for effective results.	
I	I am effective at helping facilitate and guide the transitional process with a congregation.	
J	I am able to spot key leaders and have intentional coach-like conversations with them.	
K	I am able to facilitate healthy meetings and group dialogue within a congregation.	
L	I am able to work with church leaders one-on-one to encourage, support and coach them.	
M	I effectively delegate important responsibilities to other people.	
N	I am effective at arranging for the care of people through the mobilization of care givers.	
O	I am able to write clear communication that lets people know what's happening.	
P	I am able to guide a congregation through a healthy senior leadership search process.	
Q	I am able to help a church find their unique style of governance and implement it.	
R	I am able to help a congregation move a vision into action through planning & implementation.	
S	I am able to helping people resolve conflicts and facilitate difficult conversations.	
T	I am 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, fill in the bottom section as well as spend some time with the reflection questions on page 3.

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. _____

Areas for further training: _____

Areas to partner with others: _____



Reflection Questions

1. Do you have the energy and emotional health at this time in your life to take on a difficult ministry assignment? Why or why not?

2. Is there anything currently that could hinder you from effective Transitional Leadership?

3. How would your spouse (if married) feel about you taking on a transitional ministry assignment? Would he/she be willing to assist? Are you open to moving to a location short term or would you need to work within driving distance of your current location?

4. What type of church situation seems to be the best fit for you?
 - A grieving church – one that has just lost a long term senior leader and need lots of caring and shepherding.
 - A traumatized or fractured church – one that is wounded by conflict, a split, sexual infidelity at the leadership level, or some other crisis that has put it into a crisis situation.
 - An unfocused church – one that needs to rediscover what God is doing in their church and community, gain a new vision for the future and start moving towards it with a new leader.
 - Other type: _____

5. Who do you need to partner with to be most effective in a Transitional Ministry assignment?

6. What's next for you in terms of your own personal and leadership development (skills to learn, issues to address, character development, etc.)?

What or who will help support you in that growth? (a coach, a counselor, a mentor, skill training, etc.)

7. Other comments or conclusions:

