


# Current assessment of your ministry with key behaviours needed for greater success

CRITERIA	Ineffective	Developing	Effective	Highly Effective
				A D D I T I V E 
Kingdom success (achieving outreach goals)	<ul style="list-style-type: none"> <li>• What is Kingdom success?</li> <li>• We're not trying for this!</li> <li>• It's embarrassing</li> <li>• Fear!</li> <li>• No one's coming to faith</li> </ul>	<ul style="list-style-type: none"> <li>• We agree it's important</li> <li>• We'd love to do it</li> <li>• We're trying things</li> <li>• We talk and pray about it</li> </ul>	<ul style="list-style-type: none"> <li>• People are coming to faith</li> <li>• Eternal perspective on our work</li> <li>• We're know how and we love doing it!</li> <li>• We make new believers part of our lives</li> <li>• Served community is engaged and positive</li> </ul>	<ul style="list-style-type: none"> <li>• No walls between ministry and church</li> <li>• Expectation someone will come to faith every week</li> <li>• New believers are drawn into church family</li> <li>• We coach and mentor others</li> </ul>
Key behaviours that will make the most difference				
Service Provision (reaching service goals)	<ul style="list-style-type: none"> <li>• Reactive</li> <li>• Uncoordinated</li> <li>• Who is it for?</li> <li>• Scope too wide</li> <li>• Who wants it?</li> <li>• Always done it this way!</li> </ul>	<ul style="list-style-type: none"> <li>• See potential</li> <li>• People need us</li> <li>• Mutual respect</li> <li>• New ideas</li> <li>• Taking first steps</li> </ul>	<ul style="list-style-type: none"> <li>• Others recognise value of what we do</li> <li>• Sense of purpose</li> <li>• Working to a plan</li> <li>• Meeting Goals</li> <li>• Relationship network expanding</li> </ul>	<ul style="list-style-type: none"> <li>• We are world class!</li> <li>• We coach and mentor others</li> <li>• Whole church is on board</li> </ul>
Key behaviours that will make the most difference				
Leadership	<ul style="list-style-type: none"> <li>• Reluctant leaders</li> <li>• Leader does most of the work</li> <li>• Focus on roster &amp; job lists</li> <li>• Focus on "what" rather than "why"</li> </ul>	<ul style="list-style-type: none"> <li>• Getting the idea - trying to make it work</li> <li>• Good management skills</li> <li>• Leader supported by a team</li> </ul>	<ul style="list-style-type: none"> <li>• Sees opportunities takes risks</li> <li>• Tells stories that give hope</li> <li>• Always reminding team of the "why"</li> <li>• Not a dictator but is decisive</li> <li>• Cares about personal growth of team</li> <li>• Leader is "working themselves out of a job"</li> </ul>	<ul style="list-style-type: none"> <li>• Who can we partner with?</li> <li>• Infectious love for people being reached</li> <li>• Grows new leaders for the sake of the kingdom</li> </ul>
Key behaviours that will make the most difference				
Team environment	<ul style="list-style-type: none"> <li>• Descriptors: Guilt, piecemeal, micromanaging, unreasonable expectations, no big picture, input unwelcome, leader feels threatened.</li> <li>• Authority unrelated to responsibility</li> <li>• Lack of trust</li> </ul>	<ul style="list-style-type: none"> <li>• Feels comfortable</li> <li>• We help each other out</li> <li>• We trust each other to do a good job</li> <li>• We recruit people who will be "a good fit" with the team</li> </ul>	<ul style="list-style-type: none"> <li>• Clear roles and responsibilities</li> <li>• Members feel heard</li> <li>• Team is a tribe that owns the vision/mission together</li> <li>• Working here is fun!</li> <li>• Celebrates achievements</li> </ul>	<ul style="list-style-type: none"> <li>• Round pegs in round holes</li> <li>• Mutual accountability for continuous improvement</li> <li>• Contributing to the vision is why you're on the team</li> </ul>
Key behaviours that will make the most difference				