



ULTIMATELY RESPONSIBLE

Sue Nilson Kibbey

Primary Leadership Components Assessment

~Put a star beside the 12 statements that fit you the best. Then score yourself by using the key found at the end of the assessment~

1. ____ Other persons always seem to call me to talk with them when they have a life problem or crisis.
2. ____ I can't really work well with persons who don't fully follow through with their responsibilities.
3. ____ I love thinking about the potential of our church/ministry, and suggesting what could happen.
4. ____ I like to get things done on time, and work hard to stay on task and on schedule.
5. ____ I find myself being asked to pray with people who are hurting.
6. ____ The day-to-day work of ministry seems somewhat mundane compared to thinking and talking about our future plans.
7. ____ It's common for someone I don't even know very well to share about their personal struggles with me.
8. ____ It is fun to get other persons jazzed by reminding them of why our church/ministry exists, and what God wants to do through us.
9. ____ My mind can quickly think through what specifically needs to be done and in what order, and by whom.
10. ____ I often ask a person if I can pray with or for him or her.
11. ____ Persons usually look to me to organize tasks.
12. ____ I always make sure I point out to others the great impact our mission has upon others in need—and I like seeing their faces light up.
13. ____ I try to take extra time to really ask how the persons in my ministry/church are doing, and I listen to their answers.
14. ____ There's a time and a place for chit-chat and sharing, and a time and place to get work done.
15. ____ I like to open a meeting or gathering by giving persons a chance to share what God has been doing in their lives.
16. ____ My favorite reading material is about how to improve a church or ministry, and what it takes to get there.
17. ____ When our church or ministry hits an obstacle I usually have one or more potential ideas to recommend to move us forward.
18. ____ Persons often tell me I'm kind-hearted.
19. ____ I don't like admitting it, but I often assume others won't follow through with what they have said they will do.





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20. ____ I enjoy meetings that allow time to help brainstorm new possibilities.
21. ____ I feel like I have a greater capacity and motivation to get things done than the rest of my team/group does.
22. ____ I immensely enjoy leading others in intimate small-group Bible study and sharing time together.
23. ____ I sometimes get locked into what I see as our future direction, and don't listen to others' ideas as openly as I should.
24. ____ I prioritize Bible study and deepening my knowledge of God's Word more than anything else.
25. ____ I often make lists of what needs to be done, in order to keep others and myself on track.
26. ____ Having a mission or vision statement is really important.
27. ____ I sometimes struggle with delegating tasks to others, since I want to make sure it gets done right.
28. ____ One of my struggles is not to be too critical of what my church/ministry is doing, because I can clearly see how much better we could become and what we could be doing.
29. ____ Many persons don't understand how important it is to provide persons with the "ministry of presence" when they are going through conflict, pain, or challenge.
30. ____ If someone isn't doing their job well, what they probably need is help in getting more organized.
31. ____ When I explain to others the overall direction we need to go, I prefer they themselves figure out the specifics of how to make it happen.
32. ____ I don't like to waste a group's time with a lot of casual conversation, when they actually showed up to work/serve.
33. ____ I have a deep sense that God led me into my current ministry leadership role for a reason, and have a story/testimony I often share about how it happened.
34. ____ I enjoy learning what other churches are doing, and sharing ideas we could implement in my church/ministry.
35. ____ Making sure persons can share prayer requests, and then praying for them as a group, is a high priority.
36. ____ I am energized when I/we get needed tasks done, the more the better.





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Score Sheet

Note which twelve of the numbered statements in the assessment you marked, and mark them again below on the Primary Components grid. Put your total marked at the bottom of each column.

Spiritual Shepherd	Systems/Task Organizer	Vision Crier
1. _____	2. _____	3. _____
5. _____	4. _____	6. _____
7. _____	9. _____	8. _____
10. _____	11. _____	12. _____
13. _____	14. _____	16. _____
15. _____	19. _____	17. _____
18. _____	21. _____	20. _____
22. _____	25. _____	23. _____
24. _____	27. _____	26. _____
29. _____	30. _____	28. _____
33. _____	32. _____	31. _____
35. _____	36. _____	34. _____
TOTAL MARKED _____	TOTAL MARKED _____	TOTAL MARKED _____

This general assessment may give you a sense of where your natural proclivity lies as you approach your ministry leadership role.

- IF YOU HAVE A HIGH NUMBER IN ONE COMPONENT, this might indicate either that your strengths and gifts are in this area, or that these are the ministry skills with which you are most familiar. You may need to become more intentional to improve your skills in the other two.
- IF YOU HAVE A HIGHER NUMBER IN TWO COMPONENTS, AND A LOWER NUMBER IN ONE COMPONENT, this may show you where you need to develop additional skills and/or strategic partnerships to reach full leadership potential.
- IF YOU HAVE A COMPARABLE TOTAL IN ALL THREE, congratulations! You have already started or developed a balanced leadership approach in ministry to others. Seek to deepen your competency and self-awareness in all three areas.

