

Developing a “Leader Readiness” Assessment Tool (A Draft)

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The concept of *leader readiness* gained attention during our discipleship staff meetings in 2010 and has now resurfaced. According to the Ferguson brothers in *Exponential*, “Reproducing is not about size; it’s about *leader readiness*.” (pg 27, emphasis added) While the book does not specifically give examples or a checklist for “readiness” this seems to be something that our staff would find useful as we consider enhancing our strategy for multiplying leaders that includes a more deliberate apprenticeship model for leadership development. So, let’s attempt to create a “Leader Readiness” Assessment Tool.

The following is a “first draft” of a Leader Readiness Assessment Tool for Holy Cross. It is our hope and expectation that such a tool/list would be useful for both the leader doing the assessment and the one seeking to become a more effective servant leader at Holy Cross. You may want to customize this basic version by adding other skills and aptitudes needed for effective leadership in your ministry area.

Leader Readiness Assessment Tool (Basic Version)

- ___ 1. Active in Worship
- ___ 2. Active in Bible Study
- ___ 3. Prays aloud with Others
- ___ 4. Practices Holy Manners
 - a. ___ Respects Others
 - b. ___ Maintains a “safe place” as a participant / as a leader
 - c. ___ Uses “I Statements”
 - d. ___ Able to maintain and regain perspective-- and help others do the same
 - e. ___ “Manages Conflict” in a healthy and beneficial way for self and others-- and takes concerns directly to those responsible
 - f. ___ Quick to repent and to forgive
 - g. ___ Shows patience, compassion and kindness to others
- ___ 5. Effectively Recruits participants / leaders
- ___ 6. Understands and practices Ministry “Fit” for self and others
- ___ 7. Leadership Practices demonstrate sensitivity to one’s own “Colors” and sensitivity to the “Colors” of others. [“Colors” is a tool that helps identify ones behavioral tendencies]
- ___ 8. Encourages and Motivates others toward Excellence and Servant Leadership (without manipulation or coercion).
- ___ 9. Listens with an open and non judgmental mind to the ideas of others
- ___ 10. Maintains confidentiality, unity and peace in the midst of disagreements
- ___ 11. Graciously assesses strengths and growth areas for self, others and ones ministry area

___ 12. Sets and reaches individual / team goals in alignment with Holy Cross values and outcomes