

Competency Assessment for Minister/Pastor & SPRC

NAME:	DATE:
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Self-Awareness: The ability to recognize and understand one’s moods, emotions, and drives, as well as their effect/ impact upon others (inner awareness)

1 - Unsatisfactory	2 - Improvement Needed	3 - Competent	4 - Highly Competent	5 - Outstanding
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Emotional self-awareness/Self-confidence: has the ability to read and understand their own emotions as well as recognize their impact on ministry performance and relationships.

Numerical Rating Please add a comment to explain or justify your numerical rating.

Accurate/Realistic self-assessment: knows and recognizes one’s own inner resources, activities, and limits; possesses an accurate perception of how they ‘show-up’ with others.

Numerical Rating Please add a comment to explain or justify your numerical rating.

Self-Management: Effective management of one’s own emotions – the ability to choose behavior in response to emotional stimulus (act, don’t react)

1 - Unsatisfactory	2 - Improvement Needed	3 - Competent	4 - Highly Competent	5 - Outstanding
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Emotional self-control: stays calm, unflappable and clear-headed in high-stress situations; keeps disruptive emotions and impulses under control; composed – with those s/he works/serves.

Numerical Rating Please add a comment to explain or justify your numerical rating.

Transparency: trustworthiness, openly admits faults or mistakes and confronts unethical behavior; manifests integrity, acting congruently with her/his values – with those s/he works and serves.

Numerical Rating Please add a comment to explain or justify your numerical rating.

Initiative: Acts upon, seizes or creates opportunities for the future (and connections with people); ability to take charge when appropriate; grows and maintains high level of knowledge, skill and curiosity.

Numerical Rating Please add a comment to explain or justify your numerical rating.

Social Awareness: Awareness of others' emotional cues – the attuned ability to be sensitive to others' emotional responses to situations. This, in particular, requires noticing such things as subtle changes in others' facial expressions and tone of voice and then interpreting correctly what those cues mean – this skill relates directly to the ability to work with people, cultivating trusting and strong relationships that allow all parties to become more successful.

1 - Unsatisfactory 2 - Improvement Needed 3 - Competent 4 - Highly Competent 5 - Outstanding

Empathy: skill at sensing others' emotions, understanding their perspectives, and takes an active interest in their concerns; ability to read and interpret cultural differences; unconditional positive regard.

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Organizational awareness: Understands and navigates the political & cultural forces and unspoken rules at the ministry site(s) and surrounding community; reads a group's emotional currents and power relationships.

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Relationship Management: The ability to make wise decisions regarding one's own behavior – which battles to fight, when to confront, when to refrain, how to comfort and support others. This skill along with the previous one, relates directly to the ability to work with people, cultivating trusting and strong relationships that allow all parties to become more successful. The ability to anticipate issues or conflict and design processes that invite participation, deep listening and sharing amid differences (cultural, political, theological or others) relates to leadership in successfully managing relationships.

1 - Unsatisfactory 2 - Improvement Needed 3 - Competent 4 - Highly Competent 5 - Outstanding

Influence: Finds the right appeal to build buy-in, develops a net-work of indirect influences; has an impact on others.

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Developing others: Senses others' development needs, bolsters their abilities; contributes to the success of others; gives timely & constructive feedback & mentor-ship; recognizes people in every role for their contributions of all kinds.

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Relationship Management, cont.

1 - Unsatisfactory 2 - Improvement Needed 3 - Competent 4 - Highly Competent 5 - Outstanding

Communication: Skill at listening and at sending clear, convincing and well-tuned messages.

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Managing Change—Dealing with Ambiguity: ability to deal/live with uncertainty, lack of clarity, and manage the change process, acting as a catalyst of change when appropriate, championing new initiatives, facilitating the implementation and timely acceptance of ministry innovations and improvements; taking steps to remove barriers or accelerate the pace of change when appropriate; overseeing the execution of transition processes and clearly communicating transition goals and strategies

1 - Unsatisfactory 2 - Improvement Needed 3 - Competent 4 - Highly Competent 5 - Outstanding

Clearly communicates a mission: sends clear messages to those at the ministry site and beyond and to the appropriate audience

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Builds partnerships: Develops and maintains contacts who are a source of information and support through periodic visits, phone calls, correspondence, and attendance at meetings and social events

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Works productively with differences: Open to diversity and views of others within and beyond the ministry site; appreciates and works productively with differences.

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Clergy Spirituality:

1 - Unsatisfactory 2-Improvement Needed 3 - Competent 4 - Highly Competent 5 - Outstanding

Does the pastor lead the ministry with a deep spiritual commitment to God, Jesus Christ and the Holy Spirit?

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Does the pastor attempt to deepen the spiritual lives of the congregation and the community?

Numerical Rating

Please add a comment to explain or justify your numerical rating.

Signature of SPRC chair/member: _____

Signature of Pastor: _____