

SELF EVALUATION FOR  
ANNUAL OR REGULAR REVIEW

The purpose of this form is to assist the ministerial leaders in an honest self-examination of professional performance and concerns. Each of the items to follow can be helpful in assisting in a thoughtful examination of all areas of performance. They can be helpful in assessing strengths as well as indicating areas which may need attention. Most find such an exercise both affirming and strengthening.

USE OF TIME

Each of the following items has the possibility of five responses: 1) unsatisfactory; 2) tolerable; 3) satisfactory; 4) very good; and 5) excellent. Simply check the space over the response you have chosen.

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|-----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------|-------|
| 1.  | Soul and "mind stretching" through personal study, prayer, and reflection | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 2.  | Personal time and time spent with family                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 3.  | Biblical discipline and preparation                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 4.  | Administration  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 5.  | Building relationships with constituent or client                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 6.  | Fellowship, study, support-building with other ministers                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 7.  | Formal Continuing Education   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 8.  | Denominational activities   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 9.  | Ecumenical/community involvement  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5     |       |
| 10. | Hours worked per week:  |                          |                          |                          |                          |                          |       |       |
| a.  | Circle the average weekly hours worked by you.                            |                          |                          |                          |                          |                          |       |       |
| b.  | Put an "X" after the amount you feel your leadership expects you to work: |                          |                          |                          |                          |                          |       |       |
|     | 30-35   | 35-40                    | 40-45                    | 45-50                    | 50-55                    | 55-60                    | 60-65 | 65-70 |

1. Describe yourself as a person -

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a. Special traits contributing to your individual uniqueness:

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b. Strengths in your personal endowment:

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c. Skills in your professional development:

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d. Your Spiritual Gifts:

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2. Describe yourself as a Minister:

a. Your perspective/understanding of ministry:

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b. List the essential goals of the Minister/Church member:

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c. Conflicting goals/expectations:

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3. Describe the satisfactions/compensations you are receiving from:

a. Being/becoming a person:

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b. Being a minister:

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c. Supportive relationships (mate, family, peers, etc.):

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4. What do you enjoy:

a. The most about your work:

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b. The least about your work:

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c. Find most rewarding:

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d. Find least rewarding:

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5. Describe what you do best as a Professional Church Leader:

a. The growth/improvements you'd like to make in yourself/skills:

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b. Changes that would be constructive in your life/style of work:

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6. Describe the most appreciated elements about yourself and your work:

a. By yourself:

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b. By your constituency:

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c. By fellow ministers:

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d. By family members:

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e. By the community:

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f. By your denominational executive:

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g. By your seminary:

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7. Describe the criticisms you encounter about yourself/your work from those listed in item 6:

a. Yourself:

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b. Constituents:

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c. Fellow ministers:

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d. Family:  
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\_\_\_\_\_

e. Community:  
\_\_\_\_\_  
\_\_\_\_\_

f. Denominational Executive:  
\_\_\_\_\_  
\_\_\_\_\_

g. Seminary:  
\_\_\_\_\_  
\_\_\_\_\_

8. The persons influencing you the most:

a. In affirming you as a person:  
\_\_\_\_\_  
\_\_\_\_\_

b. In shaping your thoughts/opinions:  
\_\_\_\_\_  
\_\_\_\_\_

c. In contributing to the development of your skills:  
\_\_\_\_\_  
\_\_\_\_\_

9. Identify the categories of persons you see yourself serving, and list them in order of importance:

10. List your professional objectives consciously/corporately adopted by the church or institution where you serve:

a. List unconscious/secret goals of the institution:

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b. List your own personal objectives for:

1. Yourself, as a person:

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2. Yourself, as a clergyperson:

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3. Your family:

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4. Your constituents:

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11. Describe any external roadblocks/internal obstacles frustrating you:

a. In realizing personal objectives/goals:

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b. In reaching professional goals/objectives:

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c. In achieving family goals/objectives:

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d. In attaining institutional goals/objectives:

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#### PERSONAL ATTITUDES

1. I do not always tell the truth:
2. I find it difficult to deal with anger:
3. I have a tendency to fantasize:
4. I find myself moody at times:
5. I do not like everyone I know:
6. I try to hide the real me from people:
7. I'm not always wise in talking about people:
8. I often "lose my cool" with people:
9. I am a poor loser:
10. Sometimes I procrastinate:

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_