

## 360 Degree Feedback Leadership Survey

*Directions: In each row there are 2 descriptions. Please mark the box that is closest to what you feel best describes the person's leadership. If you are not sure mark the center box.*

<b>Strategy</b>						
Thinks Long Term						Thinks Short-Term
Lacks vision for the Church						Has a vision for the church
Spends time setting the direction for the church						Spends time fighting battles and resolving crisis

<b>Communication</b>						
Is a good communicator						Is a poor communicator
Is cloistered						Is out and about the organization
Communicates well with other churches and organizations						Communicates poorly with other churches and organizations
Tends to be non-communicative						Communicates frequently

<b>Knowledge</b>						
Has a deep-rooted understanding of the functions of the church						Does not try to understand the functions of the church
Seeks and understands functions of other churches						Does not try to understand the functions of other churches
Takes a "narrow view"						Takes a "broad view"
Thinks of all areas of ministry when making decisions						Unable to factor in all areas when making decisions

Learning						
Is curious						Isn't interested/doesn't have time
Resists change						Promotes change
Is a quick study						Is a slow, deliberate study

Influence						
Gets support and is respected						Fails to get support and is not respected
Doesn't know how to sell						Knows how to sell
Gets people on board						Fails to get people on board
Motivates people						Fails to motivate people
Is dictatorial						Is democratic
Is unassertive						Is assertive

Relationships						
Does not talk to people						Talks to people
Is a good listener						Is a poor listener
Is good interpersonally						Is poor interpersonally
Is unable to deal with people						Is able to deal with people
Does not interact with people well						Interacts with people

Delegation						
Is a good delegator						Is a poor delegator
Is detail-oriented						Is big-picture oriented
Is a nitpicker						Is not a nitpicker
Deals with the important issues						Deals with inconsequential detail
Is a doer						Is a delegator

Priorities						
Is able to prioritize						Is unable to prioritize

Integrity						
Has integrity						Lacks integrity
Isn't trusted						Is trusted
Is overly political						Is political only as needed
Takes responsibility for self						Blames others
Admits mistakes						Doesn't admit mistakes
Is honest, credible						Is dishonest, lacks credibility

Confidence						
Is insecure						Is secure
Has guts						Has no guts
Is unwilling to make enemies						Is willing to make enemies
Is decisive						Is indecisive
Communicates confidence						Communicates fears
Is unwilling to make a tough decision						Is willing to make a tough decision

**Please answer the following questions completely and honestly?**

1. What is this persons greatest strength?

2. What is this person's greatest weakness?

3. What does this person need to do better?

4. How could this person best advance the mission?