



# 360-Degree Survey for Church Leaders

Report for:

**John Leader**

**Reviewers:**

- 1 Church Leader
- 2 Elder/s
- 2 Peer/s
- 1 Intern/s
- 4 Other Church Member/s

## 360-Degree Report for:

John Leader

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This Report outlines the results that you obtained from the recently conducted 360-Degree Survey. The purpose of this survey is to provide feedback on various aspects of your personal and professional development. The survey contains 50 rated items (linked to 50 Graduate Attribute Descriptors - GADs), grouped under 5 of the 6 Graduate Attribute Categories (*Know God in Christ* is not reported on in this survey):

1. Love God in Christ
2. Know self in Christ
3. Care for others like Christ
4. Lead the Church under Christ
5. Preach and teach Christ from the Scriptures

For each question contained in the survey, the ratings provided by you (Church Leader), and your Elders, Peers, and Other Church Members (collectively "All Others") are presented.

The results to each question are based on the following seven-point scale:

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Tend to Disagree
- 4 = Neither Agree nor Disagree
- 5 = Tend to Agree
- 6 = Agree
- 7 = Strongly Agree

The results reflect the respondent group's average response. A '7' indicates that respondents 'strongly agree' that you undertake the behaviours or activities described, which is ideal. Therefore, the best outcome is when the overall average is 7.0. The worst is when the overall average is 1.0. Reviewers also had the option of clicking Not Applicable. Only responses on the 7-point scale are included in the results.

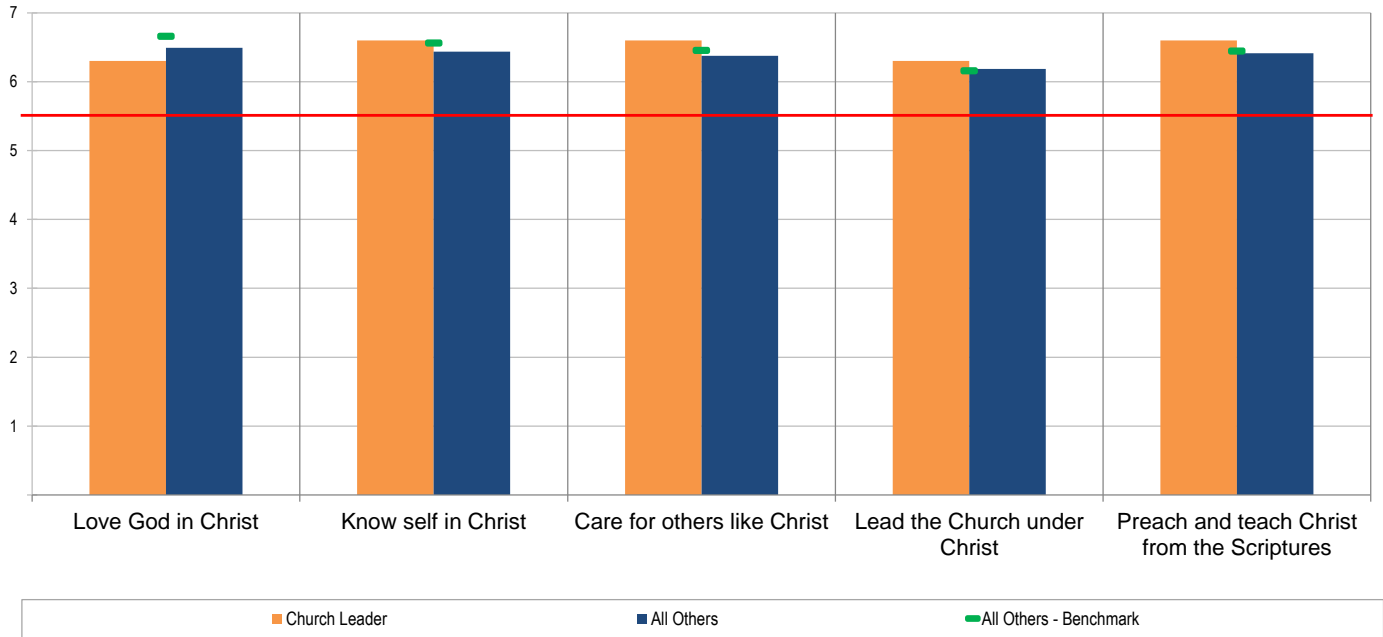
This Report is presented in the following sections:

1. Overall Graduate Attribute Ratings - graph and table reflecting the average results for each group across each category, including comparison benchmarks.
2. Development Guide and Ratings Summary - table and definitions outlining the relative performance of all survey items.
3. Strength Areas - table showing the highest rated Clear Strength and Relative Strength items.
4. Development Opportunity Areas - table showing the highest rated Blind Spot and Development Opportunity items.
5. Results for all items, including open-text comments for each section.
6. Final open-text comments.

# Overall Graduate Attribute Ratings

John Leader

## OVERALL COMPARISON



	Love God in Christ	Know self in Christ	Care for others like Christ	Lead the Church under Christ	Preach and teach Christ from the Scriptures
<b>Church Leader</b>	6.30	6.60	6.60	6.30	6.60
<b>All Others</b>	6.49	6.44	6.37	6.19	6.41
<b>All Others - Benchmark</b>	6.66	6.56	6.45	6.16	6.44

\* This graph shows the average mean score ratings for each Graduate Attribute for each survey grouping. The mean is calculated by taking the average of the mean scores for each of the 10 survey items within each Graduate Attribute.

\*\* For the purposes of this survey, a mean score of 5.5 or above is considered a relatively healthy score response (as indicated by the red line on the graph).

**DEFINITIONS** for "All Others" data included in the graph:

- All Others - 2019 = All Others data results received for this Church Leader this survey
- All Others - Benchmark = the average All Others data received across all Church Leader surveys

## Development Guide & Ratings Summary

John Leader

### OVERALL AVERAGE

CHURCH LEADER:

6.48

ALL OTHERS:

6.38

### ITEM COUNT

BLIND SPOT:

8 items

CLEAR STRENGTH:

17 items

DEVELOPMENT OPPORTUNITY:

16 items

RELATIVE STRENGTH:

9 items

### DEFINITIONS

#### Overall Average

The overall average is calculated by taking the average Church Leader and All Others mean scores for all items in the survey.

#### Clear Strength

A clear strength means Church Leader ratings and ratings from others are both above the Overall Average for this attribute.

#### Relative Strength

A relative strength means Church Leader ratings are below the Overall Average, while the average rating from others is above the Overall Average on this attribute.

#### Development Opportunity

A development opportunity means Church Leader ratings and ratings from others are both below the Overall Average for this attribute.

#### Blind Spot

A blind spot means Church Leader ratings are above the Overall Average, while the average rating from others is below the Overall Average on this attribute.

## Strength Areas

### John Leader

HIGHEST CLEAR STRENGTHS			
<i>Church Leader and All Others ratings are both ABOVE the Overall Average.</i>			
Item #	Graduate Attribute	Item	
12.	Know self in Christ	He/she is faithful to their spouse	
14.	Know self in Christ	He/she works effectively with people from different generations and cultures	
10.	Love God in Christ	He/she is respectable and models exemplary Christian living	
3.	Love God in Christ	He/she participates regularly in the life and worship of this church	
44.	Preach and teach Christ from the Scriptures	He/she delights in studying the Bible	

HIGHEST RELATIVE STRENGTHS			
<i>Church Leader ratings are BELOW the Overall Average, while the average rating from All Others is ABOVE the Overall Average.</i>			
Item #	Graduate Attribute	Item	
8.	Love God in Christ	He/she is gentle, not quick-tempered or quarrelsome	
39.	Lead the Church under Christ	He/she engages women and empowers them to serve effectively	
9.	Love God in Christ	He/she is hospitable	
47.	Preach and teach Christ from the Scriptures	He/she preaches and teaches Christ faithfully from the Bible in ways that engage the mind, touch the heart, and move the will	
27.	Care for others like Christ	He/she encourages and empowers congregation members to serve Christ in all spheres of life (family, work, community and church)	

\* The HIGHEST items within each quadrant are based on the All Others mean score

## Development Opportunity Areas

### John Leader

HIGHEST BLIND SPOTS							
<i>Church Leader ratings are ABOVE the Overall Average, while the average rating from All Others is BELOW the Overall Average.</i>							
Item #	Graduate Attribute	Item	1 2 3 4 5 6 7				
49.	Preach and teach Christ from the Scriptures	He/she presents the gospel to non-Christians personally and publicly	<table border="1"> <tr><td>Church Leader</td><td>7</td></tr> <tr><td>All Others</td><td>5.5</td></tr> </table>	Church Leader	7	All Others	5.5
Church Leader	7						
All Others	5.5						
31.	Lead the Church under Christ	He/she takes appropriate risks and starts new initiatives for the gospel	<table border="1"> <tr><td>Church Leader</td><td>7</td></tr> <tr><td>All Others</td><td>6</td></tr> </table>	Church Leader	7	All Others	6
Church Leader	7						
All Others	6						
33.	Lead the Church under Christ	He/she develops well-researched strategies to promote maturity in Christ	<table border="1"> <tr><td>Church Leader</td><td>7</td></tr> <tr><td>All Others</td><td>6</td></tr> </table>	Church Leader	7	All Others	6
Church Leader	7						
All Others	6						
24.	Care for others like Christ	He/she prays with and for others regularly	<table border="1"> <tr><td>Church Leader</td><td>7</td></tr> <tr><td>All Others</td><td>6</td></tr> </table>	Church Leader	7	All Others	6
Church Leader	7						
All Others	6						
34.	Lead the Church under Christ	He/she leads organisational change in a way that honours Christ and promotes Christ's mission	<table border="1"> <tr><td>Church Leader</td><td>7</td></tr> <tr><td>All Others</td><td>6</td></tr> </table>	Church Leader	7	All Others	6
Church Leader	7						
All Others	6						

HIGHEST DEVELOPMENT OPPORTUNITIES							
<i>Church Leader and All Others ratings are both BELOW the Overall Average.</i>							
Item #	Graduate Attribute	Item	1 2 3 4 5 6 7				
32.	Lead the Church under Christ	He/she understands clearly the particular structures, cultures, and politics in our church	<table border="1"> <tr><td>Church Leader</td><td>6</td></tr> <tr><td>All Others</td><td>5.5</td></tr> </table>	Church Leader	6	All Others	5.5
Church Leader	6						
All Others	5.5						
6.	Love God in Christ	He/she is free from major addictions	<table border="1"> <tr><td>Church Leader</td><td>6</td></tr> <tr><td>All Others</td><td>5.5</td></tr> </table>	Church Leader	6	All Others	5.5
Church Leader	6						
All Others	5.5						
48.	Preach and teach Christ from the Scriptures	He/she uses a variety of media in their teaching and communication	<table border="1"> <tr><td>Church Leader</td><td>6</td></tr> <tr><td>All Others</td><td>5.5</td></tr> </table>	Church Leader	6	All Others	5.5
Church Leader	6						
All Others	5.5						
11.	Know self in Christ	He/she is convicted of and guards against their own sinfulness	<table border="1"> <tr><td>Church Leader</td><td>6</td></tr> <tr><td>All Others</td><td>5.5</td></tr> </table>	Church Leader	6	All Others	5.5
Church Leader	6						
All Others	5.5						
2.	Love God in Christ	He/she prays and reads the Bible regularly with their family	<table border="1"> <tr><td>Church Leader</td><td>6</td></tr> <tr><td>All Others</td><td>5.5</td></tr> </table>	Church Leader	6	All Others	5.5
Church Leader	6						
All Others	5.5						

\* The HIGHEST items within each quadrant are based on the All Others mean score

# 1i) Love God in Christ - Rated Items

## John Leader

<u>GAD Code</u>			<u>Mean</u>	
1. 1.A.2	He/she values Christ-like character		(n=10) 7.00 6.22	Blind Spot
2. 1.C.1	He/she prays and reads the Bible regularly with their family		(n=3) 6.00 6.00	Development Opportunity
3. 1.C.2	He/she participates regularly in the life and worship of this church		(n=10) 7.00 6.89	Clear Strength
4. 1.C.3	He/she is upright and blameless		(n=9) 7.00 6.75	Clear Strength
5. 1.C.3	He/she is self-controlled and disciplined		(n=10) 5.00 6.00	Development Opportunity
6. 1.C.3	He/she is free from major addictions		(n=7) 6.00 5.83	Development Opportunity
7. 1.C.3	He/she is humble, not arrogant or domineering		(n=10) 6.00 6.56	Relative Strength
8. 1.C.3	He/she is gentle, not quick-tempered or quarrelsome		(n=10) 6.00 7.00	Relative Strength
9. 1.C.3	He/she is hospitable		(n=10) 6.00 6.78	Relative Strength
10. 1.C.3	He/she is respectable and models exemplary Christian living		(n=10) 7.00 6.89	Clear Strength

## 1ii) Love God in Christ - Written Comments

John Leader

Q. Based on your responses to these questions for *Love God in Christ*, what should he/she start/stop/continue doing?

START:

STOP:

CONTINUE:



## 2i) Know self in Christ - Rated Items

### John Leader

<u>GAD Code</u>			<u>Mean</u>	
11. 3.A.3	He/she is convicted of and guards against their own sinfulness		(n=9) 6.00 6.00	Development Opportunity
12. 3.C.1	He/she is faithful to their spouse		(n=3) 7.00 7.00	Clear Strength
13. 3.C.1	His/her children obey and respect them		(n=5) 6.00 6.00	Development Opportunity
14. 3.C.1	He/she works effectively with people from different generations and cultures		(n=10) 7.00 6.89	Clear Strength
15. 3.C.1	He/she works effectively with other leaders		(n=10) 7.00 6.44	Clear Strength
16. 3.C.2	He/she works effectively by themselves		(n=9) 7.00 6.63	Clear Strength
17. 3.C.2	He/she works effectively in a team		(n=9) 7.00 6.50	Clear Strength
18. 3.C.3	He/she maintains a healthy personal life		(n=8) 6.00 6.29	Development Opportunity
19. 3.C.3	He/she responds well to critical feedback		(n=9) 6.00 6.00	Development Opportunity
20. 3.C.4	He/she demonstrates well-developed interpersonal skills		(n=9) 7.00 6.63	Clear Strength

## 2ii) Know self in Christ - Written Comments

John Leader

Q. Based on your responses to these questions for *Know self in Christ*, what should he/she start/stop/continue doing?

START:

STOP:

CONTINUE:

### 3i) Care for others like Christ - Rated Items

#### John Leader

<u>GAD Code</u>			<u>Mean</u>	
21. 4.A.1	He/she has a compassionate and generous concern for others		(n=10) 6.00 6.56	Relative Strength
22. 4.A.2	He/she desires to present everyone mature in Christ		(n=10) 7.00 6.56	Clear Strength
23. 4.B.2	He/she develops appropriate strategies to care for people in commonly experienced problems		(n=9) 6.00 6.13	Development Opportunity
24. 4.C.1	He/she prays with and for others regularly		(n=10) 7.00 6.11	Blind Spot
25. 4.C.2	He/she serves their own family effectively		(n=8) 7.00 6.57	Clear Strength
26. 4.C.3	He/she cares for people across the full range of life experiences		(n=10) 7.00 6.22	Blind Spot
27. 4.C.4	He/she encourages and empowers congregation members to serve Christ in all spheres of life (family, work, community and church)		(n=10) 6.00 6.67	Relative Strength
28. 4.C.5	He/she organises care for the most vulnerable members of the church		(n=8) 6.00 6.14	Development Opportunity
29. 4.C.6	He/she makes church a safe place for everybody		(n=10) 7.00 6.56	Clear Strength
30. 4.C.7	He/she maintains appropriate boundaries in their personal relationships		(n=10) 7.00 6.22	Blind Spot

### 3ii) Care for others like Christ - Written Comments

John Leader

Q. Based on your responses to these questions for *Care for others like Christ*, what should he/she start/stop/continue doing?

START:

STOP:

CONTINUE:

## 4i) Lead the Church under Christ - Rated Items

### John Leader

<u>GAD Code</u>			<u>Mean</u>	
31. 5.A.1	He/she takes appropriate risks and starts new initiatives for the gospel		(n=10) 7.00 5.78	Blind Spot
32. 5.B.3	He/she understands clearly the particular structures, cultures, and politics in our church		(n=10) 6.00 5.78	Development Opportunity
33. 5.B.4	He/she develops well-researched strategies to promote maturity in Christ		(n=10) 7.00 5.78	Blind Spot
34. 5.B.5	He/she leads organisational change in a way that honours Christ and promotes Christ's mission		(n=9) 7.00 6.13	Blind Spot
35. 5.C.1	He/she prays for the growth of God's kingdom globally and locally		(n=9) 6.00 6.63	Relative Strength
36. 5.C.2	He/she adapts, innovates and promotes change across diverse contexts to promote God's mission through the church		(n=9) 6.00 6.13	Development Opportunity
37. 5.C.3	He/she leads and empowers small groups effectively		(n=9) 6.00 6.25	Development Opportunity
38. 5.C.3	He/she leads and empowers our church community effectively		(n=9) 6.00 6.38	Development Opportunity
39. 5.C.4	He/she engages women and empowers them to serve effectively		(n=10) 6.00 6.89	Relative Strength
40. 5.C.5	He/she recognises and responds effectively to conflict		(n=8) 6.00 6.14	Development Opportunity

## 4ii) Lead the Church under Christ - Written Comments

John Leader

Q. Based on your responses to these questions for *Lead the Church under Christ*, what should he/she start/stop/continue doing?

START:

STOP:

CONTINUE:

## 5i) Preach and teach Christ from the Scriptures - Rated Items

### John Leader

<u>GAD Code</u>			<u>Mean</u>	
41. 6.A.4	He/she values gathered worship among God's people		(n=10) 7.00 6.78	<b>Clear Strength</b>
42. 6.C.2	He/she leads gathered worship from personal communion with God in ways that glorify God and edify his people		(n=8) 7.00 6.43	<b>Clear Strength</b>
43. 6.A.1	He/she leads others confidently in prayer and preaching/teaching		(n=10) 7.00 6.67	<b>Clear Strength</b>
44. 6.A.2	He/she delights in studying the Bible		(n=10) 7.00 6.78	<b>Clear Strength</b>
45. (6.A.3)	He/she prays for the Holy Spirit to change people by God's word		(n=10) 7.00 6.56	<b>Clear Strength</b>
46. 6.B.4	He/she designs and conducts effective learning experiences		(n=10) 6.00 6.22	<b>Development Opportunity</b>
47. (6.C.1)	He/she preaches and teaches Christ faithfully from the Bible in ways that engage the mind, touch the heart, and move the will		(n=8) 6.00 6.71	<b>Relative Strength</b>
48. 6.C.3	He/she uses a variety of media in their teaching and communication		(n=8) 6.00 5.86	<b>Development Opportunity</b>
49. 6.C.4	He/she presents the gospel to non-Christians personally and publicly		(n=6) 7.00 5.60	<b>Blind Spot</b>
50. (6.C.5)	He/she preaches and teaches Christ in ways that answer questions and challenges to the gospel		(n=7) 6.00 6.50	<b>Relative Strength</b>

## 5ii) Preach and teach Christ from the Scriptures - Written Comments

John Leader

Q. Based on your responses to these questions for *Preach and teach Christ from the Scriptures*, what should he/she start/stop/continue doing?

START:

STOP:

CONTINUE:



## Written Comments: Overall

John Leader

1. For what aspects of this person are you most grateful?


2. Are there any particular concerns or frustrations about this person that you would like to share?


3. What change/s should this person make to become more effective as a church leader?
