

# KINDLE

Your name \_\_\_\_\_

Date \_\_\_\_\_

Lay Leader's Name \_\_\_\_\_

## An Initial Assessment of a Lay Leader's Servant Leader Practices by an Individual Invited to do so

Please identify the frequency to which you perceive the Lay Leader engaging in the following 20 servant leader practices. Your candid response will provide a baseline measurement by which to gauge future growth. *If at all possible, please describe specific behaviors that illustrate each of the practices.* If you are unfamiliar with the lay leader's behavior in a particular practice, leave the provided line blank. Please write clearly and legibly.

Please be aware that this assessment form will be read by the Lay Leader and his/her KINDLE coach. It will also be used to develop a composite profile which provides the Lay Leader with feedback on the level of his/her use of servant leader practices. Please do not process your assessment form with the Lay Leader until you have been invited to do so.

1  
never  
does

2

3  
rarely  
does

4

5  
sometimes  
does

6

7  
regularly  
does

8

9  
always  
does

1. \_\_\_\_\_ The Lay Leader follows the example of Jesus Christ and behaves in ways consistent with that of a servant leader.

*Example:*

**Attitude**-Leader accepts and imitates the values inherent in the mantle of servant leadership

**Knowledge**-Leader grasps the significant impact that a servant leader's conduct has on fellow leaders

**Skill**-Leader is a calm and reflective leader who acts with integrity and stays connected with people

2. \_\_\_\_\_ The Lay Leader inspires a shared vision and mission and communicates it regularly and consistently.

*Example:*

**Attitude**- Leader believes a shared vision is the best vision

**Knowledge**- Leader comprehends the visioning process and its importance in equipping others

**Skill**-Leader develops and communicates a shared vision of the preferred future that inspires others to pursue the vision

3. \_\_\_\_\_ The Lay Leader fosters an atmosphere of leader equipping and replication.

*Example:*

**Attitude**-Leader believes leaders grow when given choice, responsibility and support

**Knowledge**-Leader demonstrates an understanding of trustworthy coaching

**Skill**-Leader strengthens people's capacity for collaboration and the ongoing replication of leaders

4. \_\_\_\_\_ The Lay Leader challenges others to develop as servant leaders.

*Example:*

**Attitude**-Leader demonstrates a willingness to be challenged and challenge others as servant leaders

**Knowledge**-Leader understands the positive impact of "spurring" others on to a higher level of excellence and in pursuit of the vision

**Skill**-Leader coaches individuals as they mature into Christ-life servant leaders

1  
never  
do

2

3  
rarely  
do

4

5  
sometimes  
do

6

7  
regularly  
do

8

9  
always  
do

5. \_\_\_\_\_ The Lay Leader celebrates and recognizes accomplishments that help achieve the vision and mission.

**Example:**

**Attitude**-Leader appreciates the impact regular and heartfelt encouragement can have on others  
**Knowledge**-Leader comprehends the importance of positive recognition of others  
**Skill**-Leader recognizes individual and team contributions and regularly celebrate their accomplishments

6. \_\_\_\_\_ For emotional health the Lay Leader lives out the personal calling for which he/she has been gifted.

**Example:**

**Attitude**-Leader realizes his/her unique gifts and struggles as part of God's call in his/her life  
**Knowledge**-Leader understands how God's call in baptism shapes the servant leader  
**Skill**-Leader aligns daily behaviors with his/her mission and call as a servant leader

7. \_\_\_\_\_ For physical health the Lay Leader pursues a balanced lifestyle.

**Example:**

**Attitude**-Leader commits to a lifelong pursuit of a healthy lifestyle  
**Knowledge**-Leader understands what contributes to a healthy lifestyle in a servant leader's life  
**Skill**-Leader lives a healthy life that maintains the physical wellness of a servant leader

8. \_\_\_\_\_ For intellectual health the Lay Leader intentionally and regularly engages in learning opportunities.

**Example:**

**Attitude**-Leader recognizes that learning is a lifelong pursuit  
**Knowledge**-Leader grasps how active learning contributes to overall health  
**Skill**-Leader pursues learning "events" that stimulate the intellectual health of a servant leader

9. \_\_\_\_\_ For fiscal health the Lay Leader pursues behaviors which promote optimal use of God-given financial resources.

**Example:**

**Attitude**-Leader commits to the ongoing understanding that financial resources are a gift from God  
**Knowledge**-Leader understands Biblical principles for financial management  
**Skill**- Leader engages in financial habits that reflect healthy giving, saving, investing, and spending

10. \_\_\_\_\_ For social health the Lay Leader seeks the mutual conversation and consolation of other Christians.

**Example:**

**Attitude**-Leader commits to regular interactions that foster mutual conversation and consolation with other Christians  
**Knowledge**-Leader understands dynamics and value of authentic Christian community  
**Skill**-Leader enhances relationships with others by seeking first to understand, then to be understood

1	2	3	4	5	6	7	8	9
never		rarely		sometimes		regularly		always
do		do		do		do		do

11. \_\_\_\_\_ The Lay Leader helps groups be transformed into Christian communities.

**Example:**

**Attitude**-Leader is committed to helping groups experience authentic Christian community  
**Knowledge**-Leader understands the goals and dynamics as groups becoming Christian communities  
**Skill**-Leader leads groups through a process of becoming a Christian community

12. \_\_\_\_\_ The Lay Leader facilitates groups as they discover their common vision and mission.

**Example:**

**Attitude**-Leader is devoted to helping groups identify and pursue their shared vision and mission  
**Knowledge**-Leader understands the role of a shared vision and mission in a group's life  
**Skill**-Leader guides groups through a process of identifying and pursuing a shared vision and mission

13. \_\_\_\_\_ The Lay Leader speaks the truth in love through healthy communication patterns.

**Example:**

**Attitude**-Leader values open and honest communication  
**Knowledge**-Leader understands that open and accurate communication is foundational for healthy groups and Christian communities  
**Skill**-Leader willingly listens to and shares information that helps people better do their job

14. \_\_\_\_\_ The Lay Leader applies biblical means to both maintain healthy relationships and restore broken ones.

**Example:**

**Attitude**-Leader affirms the inevitability of anxiety and destructive conflict as well as God's desire for healthy relationships and reconciliation  
**Knowledge**-Leader understands the impact of anxiety on a group and the scriptural basis for dealing with conflict and reconciliation (confession and absolution)  
**Skill**-Leader is a non-anxious presence in the midst of anxiety and conflict

15. \_\_\_\_\_ The Lay Leader works together with others to achieve the group's vision and mission.

**Example:**

**Attitude**-Leader values the fact that healthy groups can accomplish more than an individual  
**Knowledge**-Leader understands the dynamics of group development and process  
**Skill**-Leader fosters an environment where people's gifts are valued and used to pursue the groups shared vision and mission

16. \_\_\_\_\_ The Lay Leader eagerly worships, partakes in Holy Communion, and nurtures additional behaviors which foster spiritual renewal and rest.

**Example:**

**Attitude**-Leader recognizes that sustaining a holistic Sabbath lifestyle that refreshes and renews is a lifelong pursuit  
**Knowledge**-Leader understands the Biblical meaning and rhythm of Sabbath living  
**Skill**-Leader is fully present before the Triune God by cultivating Sabbath living day by day

1	2	3	4	5	6	7	8	9
never		rarely		sometimes		regularly		always
do		do		do		do		do

17. \_\_\_\_\_ The Lay Leader discovers and applies the truths of Scripture in various settings.

*Example:*

**Attitude**-Leader displays a willingness to be formed as a servant leader through interaction with Scripture  
**Knowledge**-Leader comprehends the role of Scripture in informing and transforming the servant leader  
**Skill**-Leader develops the habit of being wholly present before God through regular study of Scripture

18. \_\_\_\_\_ The Lay Leader prays continually alone and with others.

*Example:*

**Attitude**-Leader cherishes prayer as a means to discern the heart of God and responds to His Word and will  
**Knowledge**-Leader understands how God uses prayer in forming the servant leader  
**Skill**-Leader develops the discipline of being fully present before God when praying

19. \_\_\_\_\_ The Lay Leader testifies willingly to God’s enduring grace and mercy through Jesus Christ.

*Example:*

**Attitude**-Leader is willing to witness to what God is doing through His Word, Sacrament and people  
**Knowledge**-Leader discovers how the Gospel of Jesus Christ compels a servant leader to give witness  
**Skill**-Leader witnesses in a manner that testifies to Jesus Christ as Lord and Savior

20. \_\_\_\_\_ The Lay Leader presents his/her life as a living sacrifice to God on behalf of others, especially the “least of these.”

*Example:*

**Attitude**-Leader opens his/her heart to serve others as Jesus did  
**Knowledge**-Leader knows that all service is God’s action through which hospitality, mercy and justice are conveyed  
**Skill**-Leader serves others by practicing hospitality, showing mercy and doing justice

Other comments, ideas, or suggestions regarding this instrument and the 2011 Leadership Learning Cycle emphasis on servant leader practices.

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Thank you for all of the time and thought that you have put into this assessment.

**Please return the completed assessment to the Lay Leader who asked you to complete it by the designated date.**

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