

# KINDLE

Name \_\_\_\_\_

Date \_\_\_\_\_

## An Initial Self-Assessment by a Lay Leader of His/Her Servant Leader Practices

In this initial self-assessment first read the servant leader practice and the attitude, knowledge and skill statements. Then identify the frequency to which you engage in the following 20 servant leader practices as a lay leader. Your candid response will provide a baseline measurement by which to gauge future growth. *Describe one or more specific behavioral example for each practice that can help your KINDLE coach understand your assessment.* Please write clearly and legibly.

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

1. \_\_\_\_\_ I follow the example of Jesus Christ and behave in ways consistent with that of a servant leader.

*Example:*

**Attitude**-I accept and imitate the values inherent in the mantle of servant leadership  
**Knowledge**-I grasp the significant impact that a servant leader's conduct has on fellow leaders  
**Skill**-I am a calm and reflective leader who acts with integrity and stays connected with people

2. \_\_\_\_\_ I inspire a shared vision and mission and communicate it regularly and consistently.

*Example:*

**Attitude**- I believe a shared vision is the best vision  
**Knowledge**- I comprehend the visioning process and its importance in equipping others  
**Skill** – I develop and communicate a shared vision of the preferred future that inspires others to pursue the vision

3. \_\_\_\_\_ I foster an atmosphere of leader equipping and replication.

*Example:*

**Attitude**-I believe leaders grow when given choice, responsibility and support  
**Knowledge**-I demonstrate an understanding of trustworthy coaching  
**Skill**-I strengthen people's capacity for collaboration and the ongoing replication of

4. \_\_\_\_\_ I challenge others to develop as servant leaders.

*Example:*

**Attitude**-I demonstrate a willingness to be challenged and challenge others as servant leaders  
**Knowledge**-I understand the positive impact of "spurring" others on to a higher level of excellence and in pursuit of the vision  
**Skill**-I coach individuals as they mature into Christ-life servant leaders

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

5. \_\_\_\_\_ I celebrate and recognize accomplishments that help achieve the vision and mission.

**Example:**

**Attitude**-I appreciate the impact regular and heartfelt encouragement can have on others  
**Knowledge**-I comprehend the importance of positive recognition of others  
**Skill**-I recognize individual and team contributions and regularly celebrate their accomplishments

6. \_\_\_\_\_ For emotional health, I live out the personal calling for which I have been gifted.

**Example:**

**Attitude**-I realize my unique gifts and struggles as part of God's call in my life  
**Knowledge**-I understand how God's call in baptism shapes the servant leader  
**Skill**-I align daily behaviors with my mission and call as a servant leader

7. \_\_\_\_\_ For physical health I pursue a balanced lifestyle.

**Example:**

**Attitude**-I commit to a lifelong pursuit of a healthy lifestyle  
**Knowledge**-I understand what contributes to a healthy lifestyle in a servant leader's life  
**Skill**-I live a healthy life that maintains the physical wellness of a servant leader

8. \_\_\_\_\_ For intellectual health I intentionally and regularly engage in learning opportunities.

**Example:**

**Attitude**-I recognize that learning is a lifelong pursuit  
**Knowledge**-I grasp how active learning contributes to overall health  
**Skill**-I pursue learning "events" that stimulate the intellectual health of a servant leader

9. \_\_\_\_\_ For fiscal health I pursue behaviors which promote optimal use of God-given financial resources.

**Example:**

**Attitude**-I commit to the ongoing understanding that financial resources are a gift from God  
**Knowledge**-I understand Biblical principles for financial management  
**Skill**- I engage in financial habits that reflect healthy giving, saving, investing, and spending

10. \_\_\_\_\_ For social health I seek the mutual conversation and consolation of other Christians.

**Example:**

**Attitude**-I commit to regular interactions that foster mutual conversation and consolation with other Christians  
**Knowledge**-I understand dynamics and value of authentic Christian community  
**Skill**-I enhance 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. \_\_\_\_\_ I help groups be transformed into Christian communities.

*Example:*

**Attitude**-I am committed to helping groups experience authentic Christian community  
**Knowledge**-I understand the goals and dynamics as groups becoming Christian communities  
**Skill**-I lead groups through a process of becoming a Christian community

12. \_\_\_\_\_ I facilitate groups as they discover their common vision and mission.

*Example:*

**Attitude**-I am devoted to helping groups identify and pursue their shared vision and mission  
**Knowledge**-I understand the role of a shared vision and mission in a group's life  
**Skill**-I guide groups through a process of identifying and pursuing a shared vision and mission

13. \_\_\_\_\_ I speak the truth in love through healthy communication patterns.

*Example:*

**Attitude**-I value open and honest communication  
**Knowledge**-I understand that open and accurate communication is foundational for healthy groups and Christian communities  
**Skill**-I willingly listen to and share information that helps people better do their job

14. \_\_\_\_\_ I apply biblical means to both maintain healthy relationships and restore broken ones.

*Example:*

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

15. \_\_\_\_\_ I work together with others to achieve the group's vision and mission.

*Example:*

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

16. \_\_\_\_\_ I eagerly worship, partake in Holy Communion, and nurture additional behaviors which foster spiritual renewal and rest.

*Example:*

**Attitude**-I recognize that sustaining a holistic Sabbath lifestyle that refreshes and renews is a lifelong pursuit  
**Knowledge**-I understand the Biblical meaning and rhythm of Sabbath living  
**Skill**-I am 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. \_\_\_\_\_ I discover and apply the truths of Scripture in various settings.  
*Example:*

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

18. \_\_\_\_\_ I pray continually alone and with others.  
*Example:*

**Attitude**-I cherish prayer as a means to discern the heart of God and respond to His Word and will  
**Knowledge**-I understand how God uses prayer in forming the servant leader  
**Skill**-I develop the discipline of being fully present before God when praying

19. \_\_\_\_\_ I testify willingly to God’s enduring grace and mercy through Jesus Christ.  
*Example:*

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

20. \_\_\_\_\_ I present my life as a living sacrifice to God on behalf of others, especially the “least of these.”  
*Example:*

**Attitude**-I open my heart to serve others as Jesus did  
**Knowledge**-I know that all service is God’s action through which hospitality, mercy and justice are conveyed  
**Skill**-I serve others by practicing hospitality, showing mercy and doing justice

Other comments, ideas, or suggestions regarding the instrument and the 2011 KINDLE 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 your KINDLE Coach by the designated date.**

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