



**SECTION TWO:
Equipping Culture Survey**

Equipping Culture Survey

Walking out Jesus' culture of love is realized through an ongoing process of realignment to His relational values. Accordingly, He calls us into a transformational process:

“If anyone would come after me, let them deny themselves, pick up their cross and follow Me” (Mk 8:35).

With this in mind, identifying the gaps between Jesus' values and our reality through focused feedback is valuable. When specific areas of growth are clarified, disciples will be able to more clearly see relational strongholds and identify the relevant truths and strategies that will accelerate godliness.

What follows is an example of an assessment tool—an equipping culture survey. It is based on the equipping values and process strategies highlighted in Chapter 6 and 8, and can be used to assess a person, a team and/ or a whole community. If your community has already established and affirmed its own equipping ideals, simply adapt this template to fit your language.

Equipping Culture Survey Template

Instructions: This instrument is designed to be a **confidential exercise** that assesses the leadership behavior of a predetermined "subject"-a person, team or larger community.

In this survey, there are two exercises for each of the five (s) equipping values. The first utilizes a continuum of leadership style with opposing preferences on each end. Those completing the assessment are asked to circle the word that best captures how they typically see the "subject":



Example: Look at the two leadership preferences listed under Clarity - Perfectionism and Urgency. They are mutually exclusive behaviors and both work against the value of Clarity as I have defined it. Which of these two best describes the "subject" of this assessment? Now circle one of the three qualifiers (low, moderate or high) to describe the strength of that preference. If you see the subject exhibiting both behaviors equally, circle "balanced":

The secondly part asks assessors to rank three equipping behaviors listed for each value. The strongest and most visible behavior should be ranked with a "1" and the weakest with a "3":

Special Note: If the "subject" is more than one person - i. e. "members of the leadership team" —answers should reflect the entire group being assessed. Evaluators should trust their gut and respond with their first impressions.

Value One: Compelling Clarity

Starting with the "win" in mind

Definition: Ministry leaders define a clear, God-honoring vision from the outset that includes: 1) The "wins" for the audience being served and 2) The desired outcomes for the servants that will be needed to realize the vision.

In regards to Clarity,

Circle the word that best describes the subject's leadership style.



Rank the following Clarity behaviors (1-3) with #1 being the strongest:

_____ Leads with clarity about the vision: what it will look like when its been achieved

_____ Understands and easily articulates the desired outcomes for the target audience

_____ Leads from a place of clarity about what success looks like for team servants

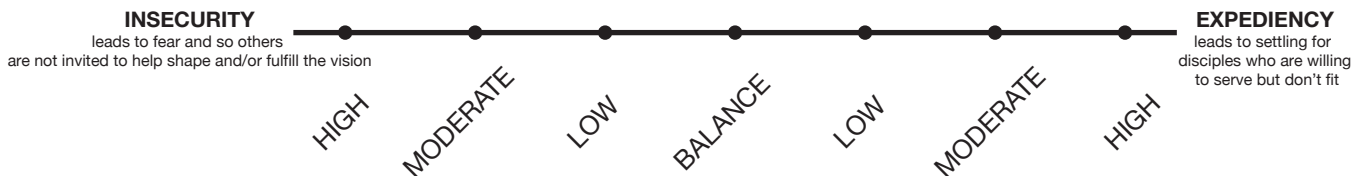
Value Two: Anointed Fit

Getting the right people in the right roles

Definition: Given an affirmed vision, equipping leaders identify the anointing-character (heart) and capacity (gifting and experience)-of the kinds of disciples that will fit the ministry, and then vision cast these roles to viable candidates by affirming the relevance of their anointing.

In regards to Fit,

Circle the word that best describes the subject's leadership style.



Rank the following Fit behaviors (1-3) with #1 being the strongest:

- _____ Identifies the kinds of disciples that will fit each role along with the desired outcomes

- _____ Spots servants in the community who are viable candidates for the ministry's openings

- _____ Invites prospects by affirming their anointing and the way they fit a ministry's vision/role

Value Three: Patient Apprenticing

Making outsiders insiders

Definition: Equipping leaders intentionally on-ramp new servants by sharing the larger community's vision / values, insuring they get what they need to start well and helping them make a relational connection with current team members.

In regards to Apprenticing,

Circle the word that best describes the subject's leadership style.



Rank the following Apprenticing behaviors (1-3) with #1 being the strongest:

_____ Servants benefit as they learn how their new role relates to the community's vision

_____ Disciples are given what they need to be competent and confident on Day One

_____ New servants feel welcomed as they get to know existing team members

Value Four: Life-giving Coaching

Putting more into servants than we take out

Definition: Once ministry servants are up and running, equipping leaders shift their focus from onboarding to sustaining. Initially, this process involves esteeming servants with relevant encouragement, communication and affirmation. Over time, they also benefit from ongoing clear, honest and developmental feedback from those they trust. Ideally, servants continue to expand their capacity through additional skilled mentoring and hands-on experience.

In regards to Coaching,

Circle the word that best describes the subject's leadership style.



Rank the following Coaching behaviors (1-3) with #1 being the strongest:

_____ Trust is built with ministry servants via relational and practical investments

_____ Leadership authenticity helps servants see their strengths & needed areas of growth

_____ Growing servants are challenged to expand their capacity by taking steps of faith

Value Five: Honoring Transition

Helping disciples take their next, right step of faith

Definition: Things change: Servants succeed and move on; servants fail and need a new direction. Equipping leaders need to be discerning as they guide various types of transitions. At times, servants need "tough love" when they are not succeeding; authentic and gracious communication shared with godly honor and respect. At all times, ministry servants need their equipping leader to help them bridge to their next ministry role.

In regards to Transition,

Circle the word that best describes the subject's leadership style.



Rank the following Transition behaviors (1-3) with #1 being the strongest:

- _____ Servants who are not thriving are noticed & engaged in dialogue about their struggle

- _____ "Tough love" when needed accelerates a servant's ability to understand their reality

- _____ Servants in transition get what they need to make faithful steps in a new direction

Evaluating Results

Things to keep in mind as you analyze the feedback:

1. Evaluating the results of this culture survey does not lend itself to easy numerical tabulations. Focus the debriefing process on the overall themes and message of the feedback. Be especially attentive to any trend as it relates to the leadership preferences. It is not unusual for "subjects" to consistently score on the left or right side.
2. Begin with the positive takeaways; recognize and celebrate! Where is the subject most fully exhibiting a balanced approach like Jesus? Use the ranking exercise to identify their primary strengths as equippers. This could be an area where this individual is able to mentor others.
3. Obviously, high (and to a lesser extent moderate) ratings on the continuums will stand out as needed areas of developmental attention. This is the place(s) to focus new energy. Utilize multiple strategies to foster dialogue with the equipping leader(s) to gain insights into why that value(s) was identified as weak. Also note the related ranking exercise for this value(s). What specific equipping behaviors were ranked weakest (3's)? What would progress look like and what is the plan of action to get there?
4. Keep track of these results as a baseline for future assessments along with any written comments or developmental plans that come from this debriefing process.