



SECTION ONE:
Relational Culture Survey

Relational 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—a *relational culture survey*. This sample is based on the relational values highlighted in Ephesians 4, 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 relational ideals, simply adapt this template to fit your language.

Relational Culture Survey Template

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

As you will see, each Ephesians 4 facet of love is represented by three (3) related dysfunctional behaviors. Those completing the assessment are asked to use a 4-point scale to rate how often they observe the "subject" modeling this behavior. (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.

The 4-Point Scale:

1 Very Common	2 Frequently	3 Infrequently	4 Almost Never
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Humility

vs. 4:2 "Be completely humble"

... a modest view of one's own importance

How often do you experience the subject. ?

Emphasizing their own agenda and interests? _____

Ignoring or disregarding others? _____

Recounting their accomplishments in order to be noticed? _____

Value Ave _____

Gentleness

vs. 4:2 "... and gentle;"

...the quality of being kind, tender, or mild-mannered

How often do you experience the subject. ?

Employing abrasive words and tone of voice to get their way? _____

Using their formal or informal power to gain the upper-hand? _____

Not being attentive to how others are feeling and their related needs? _____

Value Ave _____

Patience

vs 4:2 "be patient, bearing with one another in love."

... the capacity to accept or tolerate delay or suffering without getting angry or upset

How often do you experience the subject. ?

Not taking the time for others to share their perspective? _____

Becoming frustrated because their predetermined timetable is not being met? _____

Becoming irritated by the amount of time it is taking for a new team member to get up to speed. _____

Value Ave _____

Peacemaking

vs. 4:3 "Make every effort to keep the unity of the Spirit through the bond of peace."

... the process of bringing about peace, especially by reconciling adversaries.

How often do you experience the subject. ?

Trying to win disagreements rather than pursuing common ground? _____

Being unwilling to address places of conflict? _____

Trying to get people on their side in order to get what they want? _____

Value Ave _____

Authenticity

vs. 4:15 "Speaking the truth in love"

... the quality of being credible and trustworthy

How often do you experience the subject. ?

Trying to influence someone by talking to a third party who will deliver the message (called "triangulation")? _____

Being fearful of saying what they think or feel? _____

Spinning the facts as though everything is great when things actually are not? _____

Value Ave _____

Kindness

vs 4:32 "Be kind"

... the quality of being friendly, generous, and considerate.

How often do you experience the subject ?

Being oblivious to the feelings of others? _____

Making stinging comments? _____

Finding it hard to listen to others? _____

Value Ave _____

Compassion

vs 4:32 "and compassionate to one another"

... sympathetic pity and concern for the sufferings or misfortunes of others.

How often do you experience the subject. ?

Unwilling to set aside task priorities to meet the felt needs of those present? _____

Turning conversations back towards themselves? _____

Shutting others down with quick fixes and or trite reassurances? _____

Value Ave _____

Forgiving

vs 4:32 "forgiving each other, just as in Christ God forgave you"

... a readiness to be merciful and understanding

How often do you experience the subject. ?

Not being able to let go of an offence? _____

Being quick to point out the flaws in others? _____

Not being able to accept the brokenness of others? _____

Value Ave _____

Evaluating Results

Things to keep in mind as you analyze the data:

- 1.** This assessment's scoring system is related to a 100-point scale. A composite score of 1 is equivalent to 25. Therefore, to calculate the overall score for each value, multiply the *average* score by 25. (Example: average score of 2.5 represents an overall score of 62.5.)
- 2.** Adding the overall score of all eight composite scores and dividing by eight produces an overall rating for the subject as it relates to these relational values.
- 3.** The highest score is a score to recognize and celebrate. This could be an area where this individual is able to mentor others. The lowest overall score of the eight is the place to focus new energy. Utilize multiple strategies to foster dialogue to gain insights into why it was identified as the most dysfunctional, what progress would look like and a plan of action to get there.
- 4.** Keep track of these results as a baseline for future evaluations along with any comments from the debriefing process