



Leadership Development Framework

Feedback from staff, peers, supervisor - short version

Name of person being assessed:

Name of person completing form:

The person being assessed is my:
(circle one)

Manager
Other:

Peer

Team member

On completion of this form, please give it to:

Instructions

Please read through each of the leadership behavioural descriptors below. Consider the person you are rating and the position they are currently in. For each capability below, tick the option that best describes your thoughts for the person to be more effective in their role. Your completed form will be used as a basis of discussion about their on-going development.

To be more effective in their role, it would be helpful for them to focus on this area: <i>(select one)</i>	A lot less	A little less	Same as now	A little more	A lot more	Don't know
Domain One: Develop and lead self						
• Actively seeks personal and spiritual growth						
• Demonstrate self-awareness and self-management						
• Model Christ-like and Christ-centred behaviours and values						
• Take responsibility for own actions and behaviour						
Domain Two: Build relationships and engage others						
• Encourage personal and spiritual development of others						
• Facilitate the development of strong relationships						
• Promote a culture where people feel invited to contribute						
• Harness talent and diversity and achieve high participation						
Domain Three: Partner and Collaborate						
• Purposefully build partnerships and networks						
• Employ a collaborative approach and create opportunities to collaborate						
• Partner and take collaborative action						
• Encourage insights from diverse sources to support action						
Domain Four: Shape a preferred future						
• Critique the environment from a Christian worldview, considering changing contexts and trends						
• Demonstrate critical, strategic, and systems thinking						
• Politically astute in building support for change						
• Apply insights, negotiate and work through resistance to implement change						

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Domain Five: Achieve results						
• Build alignment and a common vision						
• Set direction, focussing on what makes the most difference to build the church						
• Take action, and assess and evaluate progress and outcomes						
• Be accountable for performance and stewardship of resources						

Please provide your comments here: