

WELLNESS ASSESSMENT

Shepherding and Relationships



This assessment is designed to focus on wellness in Shepherding and Relationships. The responsibilities of leadership can have an impact on many aspects of our life, and relationship dynamics can greatly impact our overall health. The intent of these questions is not to surface feelings of failure or guilt, but to encourage us all to strive for better wellness. Below each question is a continuum to assist you in reflecting on your health journey.

1. How am I doing at managing the administrative tasks (scheduling, calls, emails, meetings) of church leadership?

Overwhelming. I feel like I'm always behind and falling further behind.

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Manageable. It can be a lot of work, but I have a system that works for me.

2. How well am I setting boundaries with individuals who are leaning heavily on me for support or those who may be emotionally needy or dependent on me?

If there is a need, I feel guilty if I don't meet that need; even if I am resentful or cynical of their "neediness."

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While I care, I resist feeling I'm the only one who can help. I set limits to avoid them viewing me as their "savior."

3. How do I normally handle conflict with others?

Passive/Avoidant or Aggressive & Conflictual, damaging relationships

|.....|.....|.....|.....|

Assertive. "Direct with Respect"

4. How am I doing at making decisions and leading the church through difficult areas?

I am paralyzed with decisions. They seem too big for me and easier to avoid.

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I tend to be proactive in decision making. I get input from others and move toward appropriate action.

5. What does my exercising of authority look like in the church?

I am overly controlling/ domineering OR shirk from authority I have been given.

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I lead with a servant heart and try to provide both clarity and approachability.

6. How would others describe my overall interactions with the church?

I am constantly critiquing others. I easily find fault with others. I tend toward being an energy taker.

|.....|.....|.....|.....|

I find myself regularly encouraging and celebrating others. I tend toward being an energy giver.

7. How well do I work with the Sunday School Superintendent and teachers as well as other ministry leaders in your local church?

My relationship with them can be strained at times. I tend toward either micro-managing or avoidance. |.....|.....|.....|.....|

I create a collaborative atmosphere where individuals in the church can serve and use their gifts.

8. How am I connecting with the various generations in the church?

I rarely interact with some generations. My interaction patterns are quite lopsided. |.....|.....|.....|.....|

I regularly interact with each generation in the church and consider their needs, gifts, and concerns.

9. How am I doing at helping the church family navigate changes and transitions?

The discomfort of the uncertainty leads to unhealthy conflict or avoidance of others. |.....|.....|.....|.....|

I intentionally communicate, listen, teach, and guide through the uncertainty.

10. How am I doing at connecting with those in the church family who do not think like me?

The differences and uneasiness around some people lead me to avoid them and tune them out. |.....|.....|.....|.....|

While challenging, I seek to hear people out and let them know that I care about them.

11. [For Elders] How am I doing at delegating within the minister group and congregation?

I rarely delegate. I take on most things myself. |.....|.....|.....|.....|

I am very intentional about involving, training, and delegating.

12. As a minister team, how are we communicating about the life stages and transitions we are facing now and will face in upcoming years (e.g., succession planning, mentoring, role changes)?

We don't/rarely talk about such topics. They seem like touchy, taboo, or territorial issues. |.....|.....|.....|.....|

We talk about these matters at regular intervals as well as pray and plan together.

13. How am I doing at working with my minister team toward safe, open dialogue about things we don't necessarily agree on or that are difficult for our local church family to navigate?

I tend to be passive or avoidant, or I tend to come off with strong emotions. |.....|.....|.....|.....|

I listen well, share openly, and try to make it safe for others to do the same.

14. How attentive am I to the personality styles within the minister team and ensure that we are communicating and working well together?

I know there are issues
and do not address
them proactively. |.....|.....|.....|.....|

I am constantly
seeking to create
opportunities of
growth and lean into
respectful discussion.

15. How well does the ministry group work as a team and support each other as you engage in the ministry together?

At best, we operate
independently
and can even be
antagonistic with
each other at times. |.....|.....|.....|.....|

We are constantly
encouraging and
supporting one
another. We live in the
spirit of humility.

Conclusion and Encouragement

In review, pick out something you already knew and were reminded of with which you could focus on to improve your health in the coming year. This could be something you already do well, that you could do even better, or something you find challenging.

What is a short-term goal of some NEW small change you could implement which, over time, could really make a positive change?

Add one long-term goal you would like to strive for in the coming year:

Who is going to support you and help you stay accountable for these goals?
