

The Great Commission Leadership 360 Summary Worksheet

This is the Great Commission Leadership 360 summary worksheet. Thank you for taking time to help this person grow. Collect the evaluation surveys from the 6 people that were selected by the person you're evaluating. Keep their surveys and answers anonymous. Import all of their data into this worksheet, writing down each of their scores in the appropriate sections (see example below). Then, add each of the scores together and divide that sum by the number of responses (for example, if you have an NA for one answer, divide the sum by 5). Don't worry about the math, it's fairly simple and you should be just fine with the calculator on your phone. After coming up with the average score for each section, include any appropriate notes from the evaluator surveys (make sure to summarize these, removing redundant, inappropriate or irrelevant comments). Here is an example:

Describe this person's walk with God:

Daily time with God $\underline{6} + \underline{8} + \underline{6} + \underline{4} + \underline{6} + \underline{8} = \underline{38} \div \text{number of responses (6)} = \underline{6.3}$

Exhibits Spirit filled life $\underline{8} + \underline{8} + \underline{6} + \underline{4} + \underline{8} + \underline{8} = \underline{42} \div \text{number of responses (6)} = \underline{7}$

Walks by faith $\underline{4} + \underline{6} + \underline{6} + \underline{NA} + \underline{6} + \underline{6} = \underline{28} \div \text{number of responses (5)} = \underline{5.6}$

List any other comments you have concerning this person's walk with God:

Joe has grown a lot in his walk with God this past year. The fruit of the Spirit is evident in his life. He needs to take more steps of faith.

Omit any answers that are obvious mistakes or mean-spirited.

Once you have completed this summary worksheet, meet with the person you are evaluating to review it with them, comparing it with the personal 360 survey they filled out. Make sure to keep this encouraging. Ask God to give you wisdom and to empower you with His Holy Spirit to encourage the person you're evaluating.

If there are scores where the average from the evaluation is noticeably higher than the person's survey of themselves make sure to point out that this is an area where they are doing better than they thought. They may have an insecurity about this issue and this will be a great opportunity to encourage them.

If there are scores where the average from the evaluation is noticeably lower than the person's survey of themselves make sure to point out that this is likely a blind spot keeping them from growth. They probably aren't doing nearly as good in this areas as they think they are.

As you conclude the survey, help them set good goals and action plans for continued growth and then spend time praying together.

Describe this person's walk with God:

Daily time with God ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Exhibits Spirit filled life ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Walks by faith ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's walk with God:

Describe this person's character & integrity:

Godly character ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Walks in integrity ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Christlike personality ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's character and integrity:

Describe this person's leadership qualities:

Natural leader ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Serves others ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Respected ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's leadership qualities:

Describe this person's ability and willingness to take risks:

Excited for new challenges ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Has taken many new steps ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Does big things for God ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's risk-taking:

Describe this person's commitment to personal growth:

Growth ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Honest about life ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Has godly goals ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's personal growth:

Describe this person's balance in life & ministry:

Balanced and stable ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Accomplishes a lot ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Careful with commitments ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's balance:

Describe this person's boundaries in relationships and ministry:

Gives others freedom ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Knows when to say "no" ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Identity comes from God ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's boundaries:

Describe this person's sense of confidence in life and ministry:

Confident (Christ-focused) ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Bold ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Willing to lead ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's sense of confidence:

Describe this person's commitment to living with a purpose:

Lives with a purpose ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Has a clear vision ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Lives for Christ ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's purpose:

Describe this person's understanding and balance in the area of spiritual gifts:

Biblical view of gifts ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Understands own gifts ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Serves with gifts ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's spiritual gifts:

Describe this person's ability to communicate effectively:

Clear communicator ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Encouraging speech ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Loving in confrontation ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's communication skills:

Describe this person's ability to lead in different capacities:

Peers follow ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Can lead groups ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Can lead events ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's leadership capacities:

Describe this person's commitment to and maturity in God's Word:

Often studies God's Word ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Strong grasp of Word ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Always applies Word ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's Bible maturity:

Describe this person's personal and ministry humility:

Humble ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Encouraging ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Focused on others ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's humility:

Describe this person's familiarity with the funnel diagram Great Commission process:

Gets Great Commission ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Committed to GC ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Does ministry process ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's Great Commission focus:

Describe this person's prayer life and commitment to prayer:

Active personal prayer life ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Committed to group prayer ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Prays with you often ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's prayer commitment:

Describe this person's ability to meet new people:

Often meets new friends ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Friendly with new visitors ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Many non-Christian friends ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's ability to meet new people:

Describe this person's commitment to initiative evangelism:

Often shares faith ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Uses transferable tools ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Has led someone to Christ ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's commitment to evangelism:

Describe this person's ability to do biblical, multiplicative discipleship:

Has discipled someone ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Uses transferable resources ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Discipled 2+ generations ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's commitment to discipleship:

Describe this person's ability to lead and organize Bible studies:

Leads Bible studies ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Leads multiplying groups ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Uses transferable resources ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's Bible study leadership:

Describe this person's familiarity with and use of ministry tools:

Sees events as GC tools ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Uses transferable tools ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Has good ministry tool box ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's use of ministry tools:

Describe this person's commitment to leading with "agape" love:

Authentically loves me ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Lovingly serves others ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Builds solid friendships ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's ability to love others:

Describe this person's willingness and eagerness to sacrifice for God and others:

Sacrifices for God ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Sacrifices for others ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Gives up "rights" ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's sacrificial service:

Describe this person's commitment to leading and serving as unto the Lord:

Works for God ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Joyfully serves ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

Loves doing ministry ___ + ___ + ___ + ___ + ___ + ___ = ___ ÷ number of responses = ___

List any other comments you have concerning this person's ministry motivation:

List this person's top strengths (list all that were listed in the evaluations):

List this person's top weakness (list all that were listed in the evaluations):

Now that you have completed the summary 360, schedule a time to meet with the person who was evaluated. Pray and ask God to lead you before you meet with the person. Go through each section discussing strengths, weaknesses and blind spots. Try to be encouraging. Then, spend time helping them come up with good goals and action plans for personal growth (include these in the section provided in their personal survey and then write them down again in GCL Appendix H under *additional goals and action plans*). Conclude praying together. Finally, keep them accountable. Make a few follow-up appointments over the coming year to evaluate how this person is putting the goals and action plans into practice and how they are growing.