

Evaluations for Small-Group Leaders Assessment Pack



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How to Use This Resource

Take a quick peek here to maximize the content in this training download.

By Sam O'Neal

Those of us who lead a small group need to recognize that we have taken on a significant task: we have a direct connection to the spiritual health and wellbeing of the people we lead. We are not responsible for their spiritual health and growth—that is the Holy Spirit's role. But we as group leaders are responsible for creating an environment that is conducive to the work of the Holy Spirit.

With that in mind, it's a good idea for us to undergo a "group leader checkup" every now and then. We need to take a step back from our groups and evaluate whether we are doing a good job as leaders, and whether the group as a whole (and the individuals within) are responding in a positive way.

Understand Yourself

Part of this checkup needs to focus on you as a small-group leader. Are you doing your job well? Are you leading others in a way that allows them to interact with the Holy Spirit, interact with the Bible, and interact with each other in a meaningful way?

The "Leader Self-Assessment" is a good place to start to get a broad look at some of these questions. "Are You a Hospitable Group Leader?," "Assessing the Bible Basics," and "Do I Engage Different Learning Styles" will give you specific areas to look at and evaluate your performance. Also, the two articles addressing your "Leadership Style" are great tools to help you understand your preferred method of leading others, and what that means for the rest of your group.

Understand Your Group

In addition to evaluating yourself as a leader, it's a good idea to take a step back and assess the current health and progress of your group as a whole. The "Pre-Gathering Checklist" is a helpful tool to make sure that everything is being done that needs to be done prior to each group meeting. "Is Our Group Thriving" and "Are Group Members Experiencing Life-Change" will help you determine whether your group is on a good trajectory in terms of spiritual growth.

"Is Our Group Evangelistically Open" will give you insight into your group's current mood toward evangelism. And "Evaluating Group Discussions" will help you assess the Bible-study portion of your time together.

—SAM O'NEAL; copyright 2009 by the author and Christianity Today International.

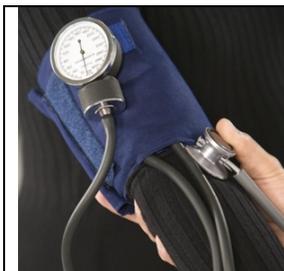
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To contact the editors:

E-mail SmallGroups@christianitytoday.com
 Mail SMALLGROUPS.COM, Christianity Today International
 465 Gundersen Drive, Carol Stream, IL 60188



EVALUATIONS FOR SMALL-GROUP LEADERS



Leader Self-Assessment

Search out your heart and your performance by considering these key issues.

By Len Woods

An individual small-group leader often needs to take an honest self-appraisal of his or her work. Rate yourself from 1–10 in each of the following categories. Discuss the results with your small-group pastor or coach at your next scheduled meeting, with the goal of devising a plan for gaining competence and/or help in weak areas.

Delegating

1 2 3 4 5 6 7 8 9 10

Teaching the Bible

1 2 3 4 5 6 7 8 9 10

Planning

1 2 3 4 5 6 7 8 9 10

Leading discussions

1 2 3 4 5 6 7 8 9 10

Tending to details

1 2 3 4 5 6 7 8 9 10

Making newcomers feel welcome

1 2 3 4 5 6 7 8 9 10

Evaluating

1 2 3 4 5 6 7 8 9 10

Shepherding

1 2 3 4 5 6 7 8 9 10

Showing compassion

1 2 3 4 5 6 7 8 9 10

Equipping others

1 2 3 4 5 6 7 8 9 10

Developing new leaders

1 2 3 4 5 6 7 8 9 10

Keeping the group on task

1 2 3 4 5 6 7 8 9 10

Creating a warm, safe atmosphere

1 2 3 4 5 6 7 8 9 10

Getting others involved

1 2 3 4 5 6 7 8 9 10

Listening

1 2 3 4 5 6 7 8 9 10

Counseling

1 2 3 4 5 6 7 8 9 10

Getting people to open up

1 2 3 4 5 6 7 8 9 10

Hospitality

1 2 3 4 5 6 7 8 9 10

Discernment/wisdom

1 2 3 4 5 6 7 8 9 10

Leading in "fun"

1 2 3 4 5 6 7 8 9 10

—LEN WOODS; Copyright 2002 by the author and Christianity Today International.

Discuss

1. Which of these areas is now of most concern for you in your future development as a leader? How will you address these concerns?
2. If this assessment of the leader were given to your group members, how do you think they would respond?
3. Which of these areas are foundational to all the others? Which do you think are the least important?

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	<h2 style="margin: 0;">Are You a Hospitable Group Leader?</h2> <p style="margin: 0;"><i>Use this evaluation to gain a sense of your strengths and weaknesses.</i></p> <p style="margin: 0;">By Rachel Gilmore</p>
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"Do not forget to entertain strangers, for by so doing some people have entertained angels without knowing it" (Hebrews 13:2).

Considered a spiritual gift, hospitality often gets an unfair rep—it's almost as if it doesn't count. Other disciplines sound more "spiritual" or more transformational. Yet true, biblical hospitality bubbles up from a deep spiritual well, and naturally incorporating that Spirit-led hospitality into a small-group setting is hard work.

Use this assessment to make sure you are following the Scripture's mandate to be hospitable as a small-group leader.

Recruiting Group Members

	Describes me	Somewhat describes me	Does not describe me
I am open to inviting new people into the group.			
I invite people in multiple ways (personal contact, email, phone calls, etc.)			
I regularly check with my small group director/pastor to see if people need an opportunity to connect.			
I encourage other group members to extend personal invitations to visit our group.			
I welcome non-church member and church member guests to the group equally.			
Once I've extended an invitation, I follow up with the invitee in at least two ways (phone call, email, personal contact, postcard) to encourage participation.			

Helping People Feel Welcome

	Describes me	Somewhat describes me	Does not describe me
I alert potential visitors to any possible physical challenges with our meeting place ahead of time (stairs, pets, food allergy issues, geographic location, etc.).			
I invite guests to just bring themselves (no pressure to contribute food or drink).			
To the best of my knowledge, I have comfortable seating arranged that will accommodate the group in one location and facilitate conversation/interaction.			

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I welcome each member/visitor personally to the gathering.			
I work at knowing and using people's names.			
I introduce guests by name to each member of the group.			
I smile often and communicate with my body language that I am glad people have come.			
I watch group members' body language, especially new members/guests, and try to set at ease those who seem nervous or uncomfortable.			
I enlist existing group members in helping guests/newer members feel included.			

Maintaining a Spiritual Foundation

	Describes me	Somewhat describes me	Does not describe me
I begin our gathering time with prayer.			
I close our study time with prayer.			
I offer opportunities to for others to pray out loud or make prayer requests, but I don't force it.			
I have a plan in place for each group meeting that helps everyone stay focused			
I encourage others to extend personal invitations to visit our group.			
I encourage people to share during study time but don't criticize those who don't.			
I remind participants regularly that what is shared in our group time stays within our group.			
If hospitality is hard for me, I surround myself with others who can encourage me and partner with me to make our group a welcoming place.			

Hospitality as a Way of Life

From the beginning, God has called his people to be in community with one another. Yet we know from experience how difficult that can be and how easily we can exclude others from belonging. As a leader, modeling hospitality takes time and effort, but it pays off in heavenly benefits when you connect others to one another and to God.

Know that the little things do matter and even a simple but genuine invitation to try a small group may encourage people to take that next step in their faith journeys. You never know when you may be entertaining angels unaware!

—RACHEL GILMORE is author of [The Complete Leader's Guide to Christian Retreats](#) and [Church Programs and Celebrations for All Generations](#).

Discuss

1. Is hospitality one of my spiritual gifts?
2. What is one of our group's strengths when it comes to welcoming guests? What is one of our weaknesses?
3. What is one thing I can ask myself and/or group members to do to improve our spirit of hospitality?



Assessing the Bible Basics

Take a quick quiz to gauge your knowledge of basic Christian doctrine.

By Rick Lowry

Many small groups today put a large emphasis on Bible application, which is a good thing. We've rightly moved away from the studies of years past that taught Bible facts without encouraging us to do anything with what we learned.

But there's also a risk that the pendulum can swing too far—that in emphasizing the Bible's application to daily life, we can exclude a healthy emphasis on basic doctrines. With that in mind, here is a brief survey small group leaders can take to check their knowledge of Bible basics. While this survey does not cover all the essential truths of Christianity, it does cover many of the key ideas that Christians everywhere have believed. It is a starting place that can challenge us to deeper study and making sure we know the truth.

Small group coaches and pastors might ask each of their small group leaders take this survey. Discussion afterward can be a good opportunity for growth in biblical knowledge.

The correct answers, along with additional information, follow the quiz.

Survey: Bible Doctrine

1. **T or F** — The Bible came to us by direct revelation from God, without the involvement of human beings.
2. **T or F** — God has existed eternally.
3. Circle all the attributes of God that are mentioned in the Bible:
 - a. Omnipotent (all powerful)
 - b. Omniscient (all-knowing)
 - c. Omnipresent (everywhere at once)
 - d. Immutable (does not change)
4. **T or F** — God is three persons, each of whom all possess the attributes of Deity equally.
5. **T or F** — Jesus is 100 percent God and 100 percent human.
6. Salvation comes to us in which of the following ways? (Circle all that apply.)
 - a. Showing God I can walk the walk
 - b. By grace through faith
 - c. By attending church weekly
 - d. By taking communion
7. **T or F** — Jesus has existed eternally, like God the Father.
8. **T or F** — Christians can possess the Holy Spirit at special times of God's work in their lives, and at other times not possess the Spirit.
9. **T or F** — It is possible for individuals to prevent the Holy Spirit from doing his powerful work.
10. **T or F** — People are basically animals, with the same characteristics as a bird or a bear.
11. Which of these best describes sin?
 - a. Rebellion against God
 - b. Not self-actualizing

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- c. Getting caught doing something wrong
 - d. Breaking civil laws
12. **T or F** — Billy Graham, Mother Teresa, and your godly grandmother have a better chance than you of getting to heaven because of the great things they have done for God.
13. **T or F** — Because of our sin, the perfect and holy God wants to see us perish.
14. **T or F** — The death of Jesus on the cross does not cover the sins of everyone—only of worthy people.
15. **T or F** — Different churches around the world make up several different "bodies of Christ."
16. Who is the head of the body, the church? (Choose one)
- a. The pope
 - b. The elders of the church
 - c. The Holy Spirit
 - d. Jesus
17. **T or F** — Jesus promised he would return some day—but secretly.
18. **T or F** — It is fairly easy to determine from Scripture the date of Jesus' return.
19. **T or F** — Hell is a real place, and is the destiny of those who do not follow Christ.
20. **T or F** — Heaven is a real place and will be covered with clouds where we will sit and play harps.

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Survey with Answers:

A score of 15 or more correct (out of the 20 questions) means that you have done some good work on your basic Bible knowledge. If you score below 15, you may want to read a book about basic theology or take a Bible basics class at your church or local seminary. If that's the case, don't be discouraged—just think of this as a learning opportunity.

The Scripture passage(s) accompanying each answer are intended as an example; they do not cover every part of each theological topic.

1. **T or F** — The Bible came to us by direct revelation from God, without the involvement of human beings.

False. God had people write the Bible as his Holy Spirit led them. Their humanity is seen in the writing styles and their unique approaches to the various subjects, but God protected the writers so that no errors were made (2 Timothy 3:16; 2 Peter 1:21).

2. **T or F** — God has existed eternally.

True. In Genesis 1:1 we read that God created the heavens and the earth, but there's no explanation given about how God himself came into existence. The Bible assumes the eternal existence of God (Psalm 90:3; Genesis 21:23).

3. Circle all the attributes of God that are mentioned in the Bible:

- a. Omnipotent (all powerful)
- b. Omniscient (all-knowing)
- c. Omnipresent (everywhere at once)
- d. Immutable (does not change)

All of these are attributes of God described in the Bible. One example is listed after each attribute:

- a. Omnipotent: Psalm 139:1–6*
- b. Omniscient: Genesis 17:1–2*
- c. Omnipresent: Psalm 139:7–10*
- d. Immutable: Malachi 3:6*

4. **T or F** — God is three persons, each of whom all possess the attributes of Deity equally.

True. This is the classic teaching called "the Trinity" (One example is 1 Peter 1:2).

5. **T or F** — Jesus is 100 percent God and 100 percent human.

True (John 10:30; Hebrews 4:15).

6. Salvation comes to us in which of the following ways? (Circle all that apply.)

- a. Showing God I can walk the walk
- b. By grace through faith
- c. By attending church weekly
- d. By taking communion

The only way in which salvation comes to us is by grace (as a free gift from God) through faith (believing that what Jesus did on the cross can take away my sin). See Ephesians 2:8–9.

7. **T or F** — Jesus has existed eternally, like God the Father.

True (Colossians 1:15–17).

8. **T or F** — Christians can possess the Holy Spirit at special times of God's work in their lives, and at other times not possess the Spirit.

False. Every Christian has the Holy Spirit all the time, working inside to encourage them in God's way (Acts 2:38; John 16:7).

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9. **T or F** — It is possible for individuals to prevent the Holy Spirit from doing his powerful work.

True. In Ephesians 5:18, Paul encourages to be "filled with the Spirit"—that is, allow him to work fully in our lives. He cautions us not to "quench" or "grieve" the Holy Spirit (Ephesians 4:30).

10. **T or F** — People are basically animals, with the same characteristics as a bird or a bear.

False. People are God's special creation. And unlike the animals, we have an eternal soul (Genesis 1:26–27; Hebrews 2:6–8).

11. Which of these best describes sin?

- a. Rebellion against God
- b. Not self-actualizing
- c. Getting caught doing something wrong
- d. Breaking civil laws

Sin is rebellion against God (James 4:17).

12. **T or F** — Billy Graham, Mother Teresa, and your godly grandmother have a better chance than you of getting to heaven because of the great things they have done for God.

No one stands before God by their works. The problem is not how good we've been, but how bad we've been. If we've ever sinned even once, it is enough to separate us from God and make us in need of a savior (Ephesians 2:8–10; Romans 3:23).

13. **T or F** — Because of our sin, the perfect and holy God wants to see us perish.

False. God wants to be in fellowship with us. So he sent his perfect Son here to die for our sins so we could know God (Romans 6:23).

14. **T or F** — The death of Jesus on the cross does not cover the sins of everyone—only of worthy people.

False (1 John 2:2).

15. **T or F** — Different churches around the world make up several different "bodies of Christ."

False. There are many congregations around the world, but only one Body of Christ, the Church (Ephesians 4:3–4; John 17:23).

16. Who is the head of the body, the church? (Choose one)

- a. The pope
- b. The elders of the church
- c. The Holy Spirit
- d. Jesus

Jesus is the head of the Church, his Body (Ephesians 1:22–23).

17. **T or F** — Jesus promised he would return some day—but secretly.

False. The Bible says that every eye will see him (Revelation 1:7; Matthew 16:27; Acts 1:11).

18. **T or F** — It is fairly easy to determine from Scripture the date of Jesus' return.

False. Even Jesus said he did not know when he would return (Mark 13:32).

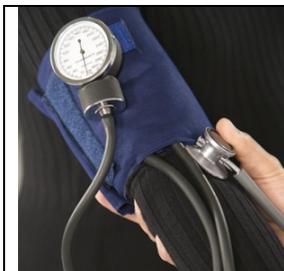
19. **T or F** — Hell is a real place, and is the destiny of those who do not follow Christ.

True (Matthew 25:41; 2 Thessalonians 1:8–9).

20. **T or F** — Heaven is a real place and will be covered with clouds where we will sit and play harps.

False. Even though this is sometimes the picture painted by Hollywood, the Bible doesn't mention any harps. But what we are revealed about heaven makes it a place we definitely want to spend eternity (Revelation 21:3).

—RICK LOWRY is the Small Groups Pastor at Crossroads Christian Church in Newburgh, IN.



Do I Engage Different Learning Styles?

Addressing how different people learn gives you a better shot at teaching them.

By Scottie May and Sam O'Neal

The first thing we'll need to do here is define what a learning style is. Fortunately, that's pretty simple: a learning style is nothing more than how a person perceives and processes information. And we all do that differently. That's the rub, and what makes an awareness of learning styles important for those involved with small groups. Let's go back to the definition. To *perceive* information refers to the way we take in data: through our senses. One person may do it best visually, another through hearing, yet someone else may prefer to be actively involved.

Then there is the *processing* aspect. That's what the brain does with the information after it has been perceived. Here again are significant differences. Information may be split into parts, organized, clumped together, analyzed, manipulated—any number of things. Most of us can do all these forms of perceiving and processing, but when it comes to learning, we tend to have preferences. The way we learn, especially in our early years, can influence our personality. How we learn matters.

Currently there are many models of learning styles. One that I find particularly helpful deals with the cognitive and affective aspects of learning—how I think and feel about my learning. David Kolb developed the model in the late 70's, and shortly thereafter Bernice McCarthy contributed insights regarding the affective components of learning. The work of these two educators informs much of this article.

Kolb's model can be represented by a grid with two axes: one horizontal, the other vertical. The vertical axis has **feeling** (concrete experience) at the top and **thinking** (abstract conceptualization) at the bottom; the horizontal axis has **doing** (active experimentation) on the left and **watching** (reflective observation) on the right. The two axes intersect, creating four quadrants.



The top right quadrant represents imaginative or innovative people who like to diverge in their thinking (type 1 learners); the bottom right is analytic, representing those who assimilate facts (type 2); the bottom left quadrant is common sense for those who converge their learning (type 3); and the top left signifies dynamic people who experiment (type 4).

EVALUATIONS FOR SMALL-GROUP LEADERS

Assessment

Take the following assessment to see if you are engaging people from each of the different learning styles in your small group.

Imaginative Learners

These individuals start with concrete reality, then diverge creatively. They learn best through discussion and interaction.

	Every session	Once a month	Once a semester	Never
How often does your group meeting include a group-wide discussion?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often do you subgroup by splitting into smaller groups of 2–4 to discuss a matter more deeply?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your group spend time in fellowship—just getting to know each other?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often do you affirm your group members that you enjoy their company and accept them as friends?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your teaching time address the question, “Why?”	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Analytic Learners

These individuals start with ideas and abstractions. They absorb content like a sponge and then organize it into theories and concepts.

	Every session	Once a month	Once a semester	Never
How often does your teaching time include a lecture?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your group feature an expert on the topic being studied (either in person or on video)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does the group review material that has already been covered?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your teaching time dig deeper into theological concepts and philosophical ideas?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your teaching time address the question, “What?”	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Common Sense Learners

These individuals start with ideas and concepts, then converge them to develop a plan or strategy.

	Every session	Once a month	Once a semester	Never
How often does your group focus on the practical application of different texts and ideas?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your group prepare a service project or make plans to impact the community?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your group evaluate past experiences?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does a group meeting focus on developing a plan or steps for spiritual growth?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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How often does your teaching time address the question, “How?”

Dynamic Learners

These individuals start with concrete experiences, then accommodate them through trial and error.

	Every session	Once a month	Once a semester	Never
How often does your teaching time include an activity or game that connects with the study material?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your teaching time include an object lesson of some kind?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your group time include something new and exciting?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often do you explore the “gray areas” of theology and the Christian life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How often does your teaching time address the questions, “So what?” and “What if?”	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What Now?

Once you fill out the assessment, take a look at the results. Are there some gaps in your teaching style? Some areas of learning that you have not been covering?

Remember, the goal of a good small-group lesson is not to include all of the activities listed above in every meeting. Rather, the ideal is to include something in each lesson that appeals to each learning style. If you’re falling short of that mark, you may be hampering the growth of certain people in your group—or worse, excluding them all together.

— SCOTTIE MAY AND SAM O’NEAL; copyright 2008 by the authors and Christianity Today International.

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Your Leadership Style: Assessment

Understand how you think about and approach opportunities to lead.

By Alan Danielson

The following statements are split into 20 groups of 6. In each group, place an "X" next to the one statement that is most like you. **You may only put one "1" in each group of 6 statements.** There are no right or wrong answers. Simply answer as honestly as you can. If you're not sure which one to check off, go with what first jumped out at you.

CORRECT EXAMPLE

1 I am imaginative.

X 2 I am efficient.

3 I am loyal.

4 I am effective.

5 I am connected.

6 I am inspirational.

INCORRECT EXAMPLE

1 I am imaginative.

X 2 I am efficient.

3 I am loyal.

4 I am effective.

5 I am connected.

X 6 I am inspirational.

Group 1

___ 1 I am imaginative.

___ 2 I am efficient.

___ 3 I am loyal.

___ 4 I am effective.

___ 5 I am connected.

___ 6 I am inspirational.

Group 2

___ 7 I can see what we can accomplish when we band together.

___ 8 I can see how people fit into the bigger picture.

___ 9 I can see a goal clearly and how to accomplish it.

___ 10 I can see value in everyone.

___ 11 I can see how to take ideas and make them a reality.

___ 12 I can see and understand ideas when others around me can't.

Group 3

___ 13 I am interested in helping people achieve their potential.

___ 14 I am interested in future possibilities.

___ 15 I am interested in accomplishing compelling goals.

___ 16 I am interested in making a difference.

___ 17 I am interested in how people feel.

___ 18 I am interested in making and executing plans.

Group 4

___ 19 I am a highly organized leader.

___ 20 I am a highly loved leader.

___ 21 I am a highly confident leader.

___ 22 I am a highly collaborative leader.

___ 23 I am a highly optimistic leader.

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_____ 24 I am a highly creative leader.

Group 5

_____ 25 I hate it when people can't see their potential.

_____ 26 I hate it when people are lazy.

_____ 27 I hate it when people are selfish.

_____ 28 I hate it when people aren't prepared.

_____ 29 I hate it when people can't understand my point.

_____ 30 I hate it when people aren't expectant.

Group 6

_____ 31 People think I need to stand up for myself more.

_____ 32 People sometimes think I'm inaccessible.

_____ 33 People think I'm a social butterfly.

_____ 34 People sometimes think I over-promise and under-deliver.

_____ 35 People probably think my head is in the clouds.

_____ 36 People sometimes think I'm cold, isolated or aloof.

Group 7

_____ 37 I love to just hang out.

_____ 38 I love to organize things.

_____ 39 I love to dream about possibilities.

_____ 40 I love to make an impact.

_____ 41 I love to work with people.

_____ 42 I love to get straight to work.

Group 8

_____ 43 People say I am too intense.

_____ 44 People say I need to be better at making tough decisions.

_____ 45 People say I am too rigid.

_____ 46 People say I am too distractible.

_____ 47 People say I need to become as competent as I am likable.

_____ 48 People say I'm good at helping people discover their strengths.

Group 9

_____ 49 I'm energized by planning meetings.

_____ 50 I'm energized by brainstorming sessions.

_____ 51 I'm energized by helping people around me.

_____ 52 I'm energized by rallying the troops.

_____ 53 I'm energized by winning.

_____ 54 I'm energized by interviewing potential staff.

Group 10

_____ 55 I have more imagination than the average person.

_____ 56 I have more order in my life than the average person.

_____ 57 I have more patience than the average person.

_____ 58 I have more drive than the average person.

_____ 59 I have more networks than the average person.

_____ 60 I have more passion than the average person.

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Group 11

- 61 I find it irritating when people disrespect others.
- 62 I find it irritating when people can't see the big picture.
- 63 I find it irritating when people can't get excited about something.
- 64 I find it irritating when people berate themselves.
- 65 I find it irritating when people don't get to the point.
- 66 I find it irritating when people are disorganized.

Group 12

- 67 I tend to be overly interested in social media.
- 68 I tend to spend too much time in my office/at my desk.
- 69 I tend to avoid tough conversations.
- 70 I tend to be a workaholic...and I'm okay with that.
- 71 I tend to have good ideas but have a hard time implementing them.
- 72 I tend to depend on the fact that "people like me".

Group 13

- 73 I love it when I see a solution to a problem.
- 74 I love it when I inspire people to act.
- 75 I love it when I find untapped potential in others.
- 76 I love it when I get to help people.
- 77 I love it when I have a solid plan.
- 78 I love it when I accomplish things.

Group 14

- 79 I'm too unorganized.
- 80 I'm too tied up with people.
- 81 I'm too competitive.
- 82 I'm too easily taken advantage of.
- 83 I'm too "by the book".
- 84 I'm too easily distracted.

Group 15

- 85 I like making things happen.
- 86 I like new ideas.
- 87 I like helping people become more.
- 88 I like data, charts and graphs.
- 89 I like motivational speaking.
- 90 I like making friends.

Group 16

- 91 I think people should feel like they matter.
- 92 I think people should reach their potential.
- 93 I think people should have more imagination.
- 94 I think people should plan for contingencies.
- 95 I think people should stop whining and get to work.
- 96 I think people should make a difference.

EVALUATIONS FOR SMALL-GROUP LEADERS**Group 17**

- 97 I'm good at getting people excited.
- 98 I'm good at helping others shine.
- 99 I'm good at making real progress.
- 100 I'm good at seeing the big picture.
- 101 I'm good at serving people.
- 102 I'm good at the details.

Group 18

- 103 I'm a straight shooter.
- 104 I'm a people builder.
- 105 I'm a person with a cause.
- 106 I'm a number cruncher.
- 107 I'm a trustworthy companion.
- 108 I'm an innovator.

Group 19

- 109 I'm always coming up with new ideas.
- 110 I'm always looking for ways to help.
- 111 I'm always working out the details.
- 112 I'm always encouraging people to act.
- 113 I'm always connecting with people.
- 114 I'm always moving forward.

Group 20

- 115 I'm a thinker.
- 116 I'm a powerhouse.
- 117 I'm a planner.
- 118 I'm a networker.
- 119 I'm a motivator.
- 120 I'm a loyal friend.

—Assessment created by ALAN DANIELSON and excerpted from the [Triple Threat Leadership E-Book](#). For more information and other tools produced by Alan, check out www.3threat.net.

Note: Read the article "Your Leadership Style: Results" in this downloadable resources to gain a better understanding of your leadership style and your results from this assessment.

TURN THE PAGE TO TALLY YOUR RESULTS

SCORING INSTRUCTIONS

Transfer each X from the assessment to the corresponding lines below, and then add the total number of X's in each box.

THEORIZER	
1	_____
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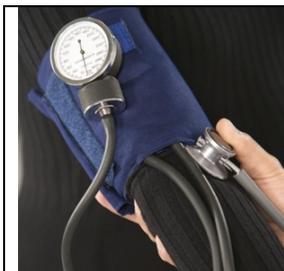
ORGANIZER	
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TOTAL	_____

THE BOX WITH THE HIGHEST SCORE INDICATES YOUR DEFAULT LEADERSHIP STYLE.



Your Leadership Style: Results

Get a good idea of what your leadership style means.

By Alan Danielson

Leadership Style Descriptions

Here is a brief overview of all six leadership styles:

- **Theorizer.** One word that describes Theorizers is "imaginative." They have the ability to dream and think outside the box, which leads them to creative solutions. They can grasp complicated and abstract ideas, and they sometimes grow weary of those who don't share that ability. Although their ideas are creative, Theorizers sometimes have difficulty creating concrete strategies that will make those ideas become realities. They can be easily distracted, but their ability to innovate is dramatic.

Theorizers love brainstorming, and sometimes people think their heads are in the clouds. They are fascinated with the future and love to create solutions to problems others can't seem to solve.

- **Achiever.** One word that describes Achievers is "effective." They are highly confident leaders with the ability to work smart and get noticeable results. Their confidence can sometimes be perceived as arrogance. Achievers like to "get there first" and often have a big competitive streak. Always on the move, they are easily frustrated when others are late or when they belabor the point. They don't tolerate complaining well and they tend to tell the brutal truth.

Achievers can easily become workaholics but they also astound people with their ability to accomplish a lot in a short time. Compelling goals with clear plans really interest Achievers and they are always up for a challenge. Achievers are driven and they love getting the job done.

- **Organizer.** One word that describes Organizers is "efficient." They don't always come up with innovative ideas, but they know how to create plans that bring ideas to life and make them into realities. They are often very organized and prepared. In fact, it irritates them when the people they work with are not prepared. Sometimes they are so caught up in their work that others perceive them as isolated or distant.

They enjoy concrete facts, data, and images. Graphs and charts are almost always preferred by Organizers over metaphors and word-pictures. They value systems and doing things by the book. Organizers can feel uneasy implementing a plan or strategy until they've had one last chance to go over all of the details.

- **Connector.** One word that describes Connectors is "networked." They see how people's skills and talents fit together and they love to help people discover their potential. They are often very involved in social media and business networks. They like it when the people they lead are promoted and take great pride in others when they excel.

Connectors don't like it when others can't see their own potential and when they put themselves down. While they have a vast number of relationships, they often have very few that are truly deep. Also, while people are often a great focus for Connectors, people are sometimes their greatest distraction.

- **Supporter.** One word that describes Supporters is "loyal." They see value in everyone and are concerned with how people feel. Because they connect relationally with those they lead, they tend to be highly loved leaders. They love to serve and hate it when people don't sacrifice for one another. They aren't typically in a rush when talking to people and they demonstrate more patience than most.

Supporters don't like confrontation or having tough conversations. People follow Supporters because people believe that they truly matter to their leaders. Sometimes Supporters are apt to be taken advantage of because of their great compassion.

- **Energizer.** One word that describes Energizers is "inspirational." They love to band together with

EVALUATIONS FOR SMALL-GROUP LEADERS

others to accomplish world-changing goals. They are very concerned with making a difference and inspiring people to act. They can't understand why people aren't more motivated to change the things that are wrong in the world.

Energizers are passionate, likable and often unorganized, but they are good at gathering people around them who make up for their liabilities. They tend to be good at motivational speaking and are good at "rallying the troops." Their greatest leadership contributions lie in their ability to move others into action.

Interpreting Your Results

Because everyone who takes this assessment is one of a kind, interpreting results is seldom cut-and-dried. The next few paragraphs will speak broadly about typical assessment results. Your task will be to take these principles and apply them to your own life.

Before moving on, though, it will be helpful to review some terminology. *Leadership styles* determine how you think about, feel about, and approach leadership. Styles come naturally to us and are unlikely to be learned.

Leadership skills are the abilities that make you a more complete leader, and they can most certainly be learned. The three critical skills are casting vision, creating strategy, and fostering relationships. It's important to note that your style does not have to change in order for your skills to improve. It's okay to continue being yourself while learning the skills that will make you a better leader.

Here are some possibilities as you interpret your score:

- **I scored 10 or more on one style.** This indicates that you clearly prefer one style over all the others. While you are very comfortable with your preferred style, your challenge will be in learning the skills associated with other styles. Ask yourself why you tend to shy away from certain leadership skills. Do you dislike strategy? Why? Do you struggle to articulate vision? Why? Do you shy away from relationships? Why? Understanding why will help you identify what it is that you must do to become a better leader.
- **I scored 2 or less on one style.** This is a clear indicator that you seldom (maybe never) utilize this style of leadership. It will be a stretch for you to learn this style and associated skill(s). You will also have a hard time leading people who prefer this style. Getting to know and value people who have this style will help it "rub off" on you. Again, you should ask yourself why you dislike or seldom use the leadership skill(s) associated with this style.
- **I scored 5 or less on all the leadership styles.** This happens less than 2 percent of the time, and I believe it indicates one of three things:
 - *You were not completely honest with yourself while taking the assessment.* You may have chosen the answers you "wanted" rather than the answers that really indicate your tendencies. If this is the case, wait 24 hours and re-take the assessment. Compare your results the second time around and see how consistently you answered.
 - *Your self-perception is unrealistic.* What I mean is that you may not know yourself as well as you think you know yourself. Ask several people close to you to take the assessment on your behalf. You might be surprised what the results reveal. Keep in mind that self-discovery is important, but painful. You may not like what you learn, but you need to learn it.
 - *You are an incredibly balanced leader.* If you scored like this, it is my great hope that you are a naturally skilled and balanced leader. However, this is the most unlikely (but not impossible) outcome of the assessment. I've met many leaders who have natural talent in all three skills, but none of them has scored like this. Although they have effortless ability in all three skills, they still always have a definite preferred leadership style. If your score indicates no obvious leadership style, I encourage you to go back to number two above and have others take the assessment on your behalf. It would certainly be encouraging to see that the people you lead agree with your own self-assessment.

As I said earlier, everyone is unique, so while your score may be similar to others, the odds are astronomical that your score is exactly like another person's. You may or may not relate to the scenarios I've detailed above, and that's okay. By reading and understanding all of the previously mentioned scoring scenarios you will be better equipped to interpret your own leadership style and ability. And have fun!

EVALUATIONS FOR SMALL-GROUP LEADERS

—Created by ALAN DANIELSON and excerpted from the [Triple Threat Leadership E-Book](#). For more information and other tools produced by Alan, check out www.3threat.net.

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	<h2 style="margin: 0;">The Pre-Gathering Checklist</h2> <p style="margin: 0;"><i>Make sure everything is covered when you serve as both leader and host.</i></p> <p style="margin: 0;">By Pat J. Sikora</p>
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When you're a small-group leader, it's ideal to have someone else in the group handle host duties. It's usually easier to show up at another home to the aroma of freshly brewed coffee and not need to worry about cleaning the bathroom. But sometimes that just isn't possible. Sometimes you get to serve as both leader and host.

The following checklist will help you keep it together as you juggle both tasks.

	WHAT	WHY IT'S IMPORTANT
	LEADERSHIP ROLES	
<input type="checkbox"/>	Pray consistently for and about your group and your roles in the group.	Leading a group is a spiritual endeavor. Unless the Lord builds the group, you're wasting your time (Psalm 127:1).
<input type="checkbox"/>	Make sure you've studied and are prepared.	Leading a lesson/discussion is your main responsibility. Be prepared!
<input type="checkbox"/>	If you're providing handouts, study guides, or song sheets, be sure you have them.	You want to be prepared in advance, not rushing around trying to copy materials while people are arriving or risk not having what you need.
<input type="checkbox"/>	Do you need a table, white board, maps, or anything else?	This will depend on the type and size of group and your leadership style. Think ahead. What supplies do you need?
<input type="checkbox"/>	Make sure you are right with God – confess sin and get right with others.	You are a leader. You must set the example and serve from a place of integrity.
	HOST ROLES	
	Environment	<i>Provide a physical and emotional setting conducive for a small group of believers to grow toward maturity in Christ.</i>
<input type="checkbox"/>	Clean or straighten the rooms that will be used.	Make sure your home is presentable. Put away items that clutter table and floor space so others will have a place to rest their Bibles and their bodies. Dust if you can write your name on the furniture.
<input type="checkbox"/>	Make sure you have enough seating for everyone who's expected.	Unless your group is very young, floor seating just isn't acceptable. Drag in chairs from other rooms and arrange for best visibility and comfort. If possible, avoid overcrowding.
<input type="checkbox"/>	Clean and straighten the bathroom.	At a minimum, wipe down the toilet, sink, and floor. Provide hand towels. No one wants to use your bath towel or stumble over the rubber duckies.
<input type="checkbox"/>	Remove pets; vacuum carpet and furniture if necessary.	Some members may have allergies. Ask. Some won't say anything but will go home sick and then not return. Not everyone loves Fido and he may be a distraction even if they do love him. This may become a reason to move the group to another location.
<input type="checkbox"/>	Make arrangements for children. Keep their TVs and other noise low; instruct older children to	This will depend on the type of group and other children, but if it's an adult group, child noise can be a distraction. Negotiate this with other group members, but realize that if children keep coming into the room where the study is, it will create a

EVALUATIONS FOR SMALL-GROUP LEADERS

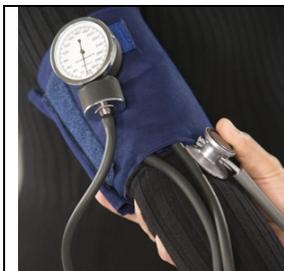
	not disturb the study.	confidentiality issue, stifle discussion and prayer requests, and the children may hear things you'd rather they didn't.
<input type="checkbox"/>	Turn off your TVs	Seriously, these need to be off before members arrive. They are a distraction and suggest that your attention is divided.
<input type="checkbox"/>	Provide name tags if yours is an open group.	If you have newcomers, remember that they won't know everyone. Help them out.
<input type="checkbox"/>	Make sure voicemail is active on your telephones and don't answer during group time. If possible, turn off ringers.	Jumping up to answer every phone call communicates that the unidentified caller is more important than the group. It's up to you to set the example.
<input type="checkbox"/>	Check your odor level. Don't cook fish or cabbage on small group night. Change the kitty litter. Some hosts light a scented candle, which adds an ambient fragrance.	You're used to the odors in your home. Your members aren't. And pay attention to fragrance allergies.
<input type="checkbox"/>	Put away valuables, especially if yours is an open group.	Avoids the risk and temptation of theft or breakage.
<input type="checkbox"/>	Provide space to stash outerwear in cold weather. This can be a closet, coat rack, or bed.	Avoids having wet garments on your furniture and makes members more comfortable.
<input type="checkbox"/>	Spiritually cleanse the meeting space by praying for a removal of any defilement left by others who have been in the space, as well as by sin, arguments, and tension.	To bring the peace of the Holy Spirit into the room. This is essential for public space, but is also a good idea in a home.
<input type="checkbox"/>	Unlock the front door if it's safe to do so and ask members to "just come in."	Avoids your needing to rush to the door for every new arrival and creates an informal, family environment.
<input type="checkbox"/>	Be prepared to welcome members 15 to 20 minutes before the meeting.	This creates a welcoming environment for early arrivals. If you have other leaders, apprentices, table leaders, and worship leaders, they should arrive early to prepare, pray, and settle before the group members arrive.
	Refreshments	<i>Create a family atmosphere and encourage interaction among members.</i>
<input type="checkbox"/>	Brew coffee to be ready when people arrive. (Talk to your group about whether they want regular or decaf.) Provide creamer, sugar, cups, and stirring implements.	Most groups want coffee – regular during the day, decaf at night. Don't go overboard providing a large variety of beverages.
<input type="checkbox"/>	Provide water with glasses, or other beverages as agreed.	Make sure there is something for the non-coffee drinkers, but again, don't go overboard. Water is usually fine.
<input type="checkbox"/>	Know who is bringing refreshments, and share this load.	You don't need to provide refreshments every week. Decide what the group wants and make a sign-up list to rotate responsibility. If members are unreliable, you might need to

EVALUATIONS FOR SMALL-GROUP LEADERS

		make a reminder email or call.
<input type="checkbox"/>	Provide plates, forks, napkins.	It's usually easier for the host to provide these, although the person bringing refreshments can also bring them. Just make sure you and group members know who's responsible.
<input type="checkbox"/>	Set up refreshments in a location where they can be self-serve.	You want to be able to greet members and handle last minute needs, not serve refreshments. Gathering around the refreshment table allows members to mingle before the meeting.
	If attendance varies, ask people to confirm by noon if they plan to attend.	This will reduce wasted coffee and help you plan the evening.

With this checklist, you should look like a pro. Now go have fun!

—PAT J. SIKORA is author of [Why Didn't You Warn Me](#) and a SmallGroups.com Editorial Advisor. For more of Pat's ideas and resources, check out www.WhyDidntYouWarnMe.com.



Is Our Small Group Thriving?

Be sure to answer that based on your group's current stage of development.

By Carolyn Taketa

The prototypical model of biblical community found in Acts 2:42–47 gives us a picture of what a spiritually thriving group of Christ-followers looks like. This community is marked by the following core values: devotion to Christ's teachings, genuine relationships, continuous prayer, sacrificial giving, sincere worship, frequent gatherings, joyful celebrations, miraculous life changes, good reputation, and constant conversions.

We desire our small groups to be such transformational God-breathed, life-giving spaces, but it takes time and intentional leadership to get there. Just as we do not expect a baby or a teenager to do things that an adult can, it is unrealistic to expect a new small group to look like an Acts 2 community within six weeks. It serves our groups well when we have appropriate milestones for each stage of a group's life and assess its health accordingly.

Social science research has found that every group goes through a series of generally predictable stages over time. Although these have been applied to small group ministries in various ways, they are commonly organized into the following four stages: 1) Forming, 2) Engaging, 3) Maturing, and 4) Transitioning.

Since every small group is unique in its context, composition, and interpersonal dynamics, each group will go through these stages at its own speed. The goal is not to move quickly through any particular stage but instead to establish the necessary values and relational framework at each stage. This will help groups progress toward an ever-growing experience of biblical community.

The following is a list of questions to assess whether your group is thriving in its current stage. As you answer these questions, put a checkmark next to the "yes" answers. Hopefully this model will assist you in seeing where the group has been, where the group is now, and where the group is going. Note that many of the values (e.g., hospitality, prayer, applying Scripture to life) are significant throughout all the stages, but may require deeper or varied expression over the life of the group.

Forming Stage

"For where two or three gather together as my followers, I am there among them" (Matthew 18:20).

In the forming stage, people are connecting for the first time, checking out the group, and figuring out if this is a place where they can belong and grow. They are evaluating the leader, other members, the purpose of the group, and its expectations in order to determine whether this group will be worth their time and effort. The leader's prayers, preparations, and follow-up with potential members are vital at this stage. In addition, a welcoming, gracious, and encouraging environment where people have opportunities to get to know each other helps the group start off strong.

- Has the church set forth a vision for the purpose of its small groups?
- Does the leader have a clear understanding about the purpose of the group?
- Is the group leader committed to praying for the group and each of the members?
- Is there a warm, hospitable, and comfortable environment?
- Do new members feel welcome and accepted?
- Do all the members know the goal of the group?
- Do all the members agree to participate for the stated duration of the group?
- Has the leader set forth the ground rules for discussion (e.g., confidentiality, sharing, and mutual respect)?

EVALUATIONS FOR SMALL-GROUP LEADERS

- Are the members learning basic stories about each other's faith journey?
- Is there an increasing amount of participation and sharing during discussion times?
- Are members seeking to apply biblical truth to their lives?
- Is there excitement about where the group is going?
- Does the leader share logistical responsibilities with members (e.g., scheduling, snacks, prayer lists, and service projects)?

Engaging Stage

"So now I am giving you a new commandment: Love each other. Just as I have loved you, you should love each other. Your love for one another will prove to the world that you are my disciples" (John 13:34–35).

In the engaging stage, group members are learning more about one another and starting to trust each other. Commitment to the group increases as friendships continue to grow. Members share increasingly more personal issues, support each other, and care for one another's needs. Unity is strengthened and a sense of "us" begins to emerge. As people become more open and authentic with one another in this stage, personality conflicts or clashes of opinions may arise. When such conflicts are handled with gentleness, truth, and grace, the group will be propelled to deeper levels of love for one another.

- Do all members participate during discussion times?
- Are members starting to transfer biblical truths into everyday life?
- Are members becoming increasingly aware of God's activity in their lives?
- Is the group a "safe" place for everyone to share thoughts, questions, and feelings?
- Do members feel comfortable asking and receiving help from the group?
- Do members consistently pray with and for one another?
- Do members regularly communicate (e.g., phone, email, text, Facebook) with each other between meeting times?
- Do members gather together outside of scheduled meeting times?
- Does the group encourage one another to act on what they have learned from God?
- Do members increasingly take on tasks and responsibilities in the group based on their passion and giftedness?
- Do members make group gatherings a high priority in their schedules?
- Are members interested in identifying and using their spiritual gifts?
- Are members engaged in serving others inside and outside the group?
- Are group times marked by an anticipation of what God can do?

Maturing Stage

"Let us think of ways to motivate one another to acts of love and good works" (Hebrews 10:24).

In the maturing stage, members know and accept one another, recognizing the strengths and weaknesses of each person. The group is cohesive, mutual respect is high, and members are interdependent. Desire for personal spiritual growth and greater missional purpose drives the group's relationships and activities. The group goes "beyond itself" to reach out to nonbelievers and show God's love to those in need. Members regularly engage in spiritual disciplines and understand the role of the group in their spiritual development. The group consistently looks for ways to encourage and hold each other accountable in their commitments toward change.

- Are members consistently applying biblical truths to their daily lives?
- Are members practicing spiritual disciplines to grow their relationship with God?
- Is the leader modeling a Christ-centered life of humility and service?

EVALUATIONS FOR SMALL-GROUP LEADERS

- Do members hold each other accountable to their commitments toward change?
- Does the group feel free to give both positive and negative feedback?
- Do members look for ways to serve one another?
- Are members growing in Fruit of Spirit such that life change is apparent?
- Are members helping one another identify "next steps" for their growth?
- Are members inviting new people and open to assimilating new members?
- Has the group experienced conflict and resolved it in a biblical manner?
- Are members confessing sins to at least one other person in the group?
- Are members interceding in prayer for those within their sphere of influence?
- Are members actively engaged in using their spiritual gifts to build the kingdom?
- Is there is a larger sense of mission and purpose driving the group?
- Are members regularly reaching out to nonbelievers and building friendships?

Transitioning Stage

"For everything there is a season... (Ecclesiastes 3:1).

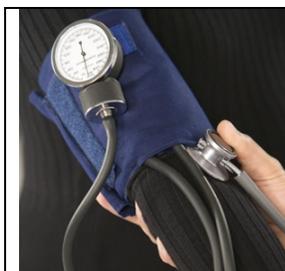
In the transitional stage, the group begins to disband for any number of natural reasons (most of which are listed below). Group members reflect and rejoice over the ways God has used the group to help them grow and be a blessing to others. While some friendships will flourish beyond the group and others will end, the impact of the group on the members' lives will endure.

- Has the purpose for which the group formed been met?
- Has there been a natural attrition in the number of members (e.g., moving away, divorce, death)?
- Are members in a different stage of life and looking for a different type of group?
- Has the group become too large for everyone to participate meaningfully?
- Does the church expect members to switch around and form different groups?
- Does the group feel stale or stuck for no apparent reason?
- Is there any unresolved conflict that needs to be worked out before the group can finish well?
- Have attempts to re-energize or realign the group been unsuccessful?
- Can members identify how God has used the group in their spiritual journey?
- Are members ready to end by celebrating what God has done through the group?
- Has the leader been leading for years without a break or shared leadership?
- Is the leader ready to move into a different season of ministry?
- Are some of the members ready and eager to lead or plant new groups?

—CAROLYN TAKETA is Small Groups Director at Calvary Community Church in Westlake Village, CA.

Discussion

1. Can you identify which stage your group is in at this time? Is your group thriving?
2. Use your responses to determine your group's core values. Share your findings with the group and celebrate the ways in which your group is becoming a biblical community.
3. Pick a core value that you would like to see the group cultivate in the next season of the group's life. What practices and experiences will help grow your group in that direction?



Are Group Members Experiencing Life-Change?

Take a deeper look at several categories of group life.

By Rick Lowry

The greatest reward for any small-group leader is to see real life-change happen in the members of his or her group. Unfortunately, "life-change" is kind of hard to quantify. We don't always see the evidence that our group members are growing unless we take the time to look—and unless we look in the right places.

The following tool can help. It will assist you in focusing on the habits and patterns of behavior demonstrated by group members who are merely participating—meaning, they attend meetings, take part in discussions, but don't demonstrate spiritual transformation—and those whose lives are changing.

In each of the charts below, a score of 1 indicates that all of your group members are experiencing no life-change, while a score of 10 indicated that all of your group members are experiencing significant life-change. By taking a broad look at all of the scores together, you should get a good idea about the areas where growth is occurring in your group—and the areas where you will need to do some work.

Attendance and Interaction									
1	2	3	4	5	6	7	8	9	10
-Most members attend the group at least once a month. -Some members attend every meeting.						-Most members attend every meeting. -Members continue to interact, connect, and function as a community between group meetings.			
Challenge: Identify a "Community Coordinator" who can help group members connect at a deeper level through social interaction outside of group time, communicating prayer requests during the week, and so on.									

Bible Study									
1	2	3	4	5	6	7	8	9	10
-Group members bring a Bible to the meeting and participate in the discussion. -Most members engage in some kind of Bible reading on their own.						-Most group meetings feature one or two people who are excited about something they read in the Bible during the week. -Most group members demonstrate a desire to help others learn what they have learned.			
Challenge: Once a month, see if you can substitute your "regular" group meeting with an event that is entirely focused on applying what everyone has learned.									

Worship and Prayer									
1	2	3	4	5	6	7	8	9	10
-Most group members attend your church's weekly worship service. -You pray as a group each week during the group meetings, with several people feeling comfortable to pray out loud.						-Most group members experience private times of prayer and worship throughout the week. -Group members have encountered and been moved by the Holy Spirit during group meetings and in their own private devotions.			
Challenge: Plan a group meeting that is worship and prayer only, and include elements that will encourage member to think about intimacy with God in new ways.									

EVALUATIONS FOR SMALL-GROUP LEADERS

Shepherding and Care									
1	2	3	4	5	6	7	8	9	10
-Group members view "prayer time" as the primary vehicle for learning about the personal needs of others. -Some members will call or check in on a group member experiencing a tragedy or personal crisis.						-Group members who are hurting readily share their struggles, both in and outside of group meetings. -They receive ongoing encouragement and sacrificial support from the rest of the group.			
Challenge: The next time a crisis hits someone in your group, challenge your group members to stick by them sacrificially and see it through to the end.									

Serving Others									
1	2	3	4	5	6	7	8	9	10
-Group members bring refreshments and/or supplies to group meetings when assigned. -Most group members participate in "official" group service projects.						-Group members actively seek out ways to serve and support others during the week (especially other group members). -Most group members have a regular impact in their community, including "official" service projects and individual acts of care and compassion.			
Challenge: Read John 13:1–17 in a group meeting and conduct a foot-washing ceremony during which group members commit to serve one another.									

Outreach and Evangelism									
1	2	3	4	5	6	7	8	9	10
-Your group recognizes the importance of evangelism by setting up an "empty chair" or praying for people to become saved.						-Your group spends a significant amount of time each month in prayer for people who need salvation. -Several group members have helped people outside of the group come to faith in Jesus during the past year.			
Challenge: Ask each of your group members to identify and pray daily for 10 people who need to experience salvation. Set a group-wide goal for the number of people who you hope to see experience salvation in the next year.									

Accountability									
1	2	3	4	5	6	7	8	9	10
-Most group members share prayer requests, sometimes including "struggles." -A few group members have set up accountability relationships.						-Members of the group routinely confess sin to the group as a whole, or to individual accountability partners.			
Challenge: Set a goal to have every member of your small group involved in a one-on-one accountability relationship before the end of the year.									

—RICK LOWRY is the Small Groups Pastor at Crossroads Christian Church in Newburgh, IN.



Is Our Group Evangelistically Open?

Evaluate your group's strengths and weaknesses in light of different types of evangelism.

By Joel Comiskey

Paul said to Philemon, "I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ" (v. 6). In the same way, as a small group evangelizes, it begins to experience all those good things. It also begins to operate more fully in the power of God.

Use this assessment to evaluate your strengths and weaknesses in light of the different types of evangelism.

	Does Not Describe	Somewhat Describes	Completely Describes
Prayer Evangelism			
➤ On a regular basis (at least every other meeting), our group prays for the salvation of specific individuals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ Our prayers go beyond mentioning people who need salvation—they could be described as “heartfelt” or “fervent.”	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ Our group regularly engages in spiritual warfare, asking the Holy Spirit to prevent the god of this age from blinding the minds of those in need of salvation (2 Corinthians 4:4).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ Members of our group regularly combine prayer with fasting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evangelism as a Group Event			
➤ The group leader does not take on the bulk of the responsibility and work when it comes to inviting new members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ The group leader does not take on the bulk of the responsibility and work when it comes to planning outreach and service events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ Our group varies its approach to evangelism, including personal invitations, social events, videos, “the empty chair,” and so on.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Honesty and Transparency			
➤ Group members regularly talk about struggles and weaknesses, including the confession of temptation and sin.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ Group members listen to each other respectfully; they do not judge others or offer unwanted advice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service Evangelism			
➤ Our group regularly plans and carries out service projects within our community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ We pray for the people we serve and invite them to the group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ From time to time, our group joins with other groups to plan larger and more detailed service projects or events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Church Partnership			
➤ During regular worship services at our church, group members welcome visitors and invite them to the group when appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
➤ Our pastor regularly preaches evangelistic sermons, and group members invite unsaved friends and family to attend.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVALUATIONS FOR SMALL-GROUP LEADERS**Don't Give Up**

Many different small-group leaders are effective in evangelism, but they all have one thing in common: persistence. They don't give up. They keep on encouraging members to reach out and invite people, even when the results are few. They keep on praying, even though the answer is not immediate. Such diligence will eventually lead to success.

— JOEL COMISKEY; copyright 2003 by the author and Christianity Today International.

Discuss

1. In which method of evangelism is our group the strongest? Weakest?
2. Which of the principles above excites me the most? Why?
3. What three steps can our group take to improve our evangelistic effectiveness



Evaluating Group Discussions

How well do you practice these principles of great small-group discussions?

By JoHannah Reardon

The first small-group discussion I led took approximately 15 minutes. No one had explained to me how to get a discussion going. Instead I was handed a list of questions and Scriptures to look up. My goal was to get through all of it as quickly as possible so that we could have our snacks and go home.

Since then I've learned a few principles about how to lead a good discussion, several of which are listed below. Use this assessment to get a sense of your strengths and weaknesses as a discussion leader.

Good Questions Trump Information

	Strongly Agree	Agree	Disagree	Strongly Disagree
I use open-ended questions that require more than a "yes or no" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I almost never answer my own question.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I don't assume that my interpretation of a text is the correct one.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I usually wait until the end of a discussion to offer my opinion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Restate a Question that Doesn't Work at First

When I ask a question, I allow enough time for the group to process their answers and speak.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I don't skip a question when it doesn't seem to be working.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If a question isn't generating discussion, I can restate it to help the group try again.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Communicate Love, Not Judgment

I never make light of or ridicule a group member's answer to a question.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When a group member offers an opinion that is an obvious heresy, I don't avoid the issue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel confident in my ability to bring doctrinal discussions back to the root of Scripture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When encountering a heretical or disruptive group member, I offer to continue the conversation later so that the group is not derailed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Keep the Discussion on Track

I understand the fine line between allowing discussion to flow and degenerating into tangents or useless banter.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When I identify a statement or opinion that is off the subject, I am able to steer the discussion back on track.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I bathe our group's discussion times in a lot of prayer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

—JOHANNAH REARDON; copyright 2006 by the author and Christianity Today International.